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NALGO CONFERENCE AGENDA

—Page 74

CONFERENCE PROSPECTS

EVEN in its preliminary form, without amendments either to the annual report or the notices of motion, the NALGO conference agenda which we publish this month shows clearly that "circumstances permitting," as the organisers of open-air festivities in the English summer are wont to say, delegates should have a lively and strenuous time at Whitsun. The notices of motion are among the most provocative and constructive any NALGO conference has considered. Branches and district committees have, in the main, refrained from both the utopian and the pettifogging, and a much higher proportion than usual of the notices of motion deals with matters of vital concern to the future welfare and progress of the Association and, indeed, of local government as a whole.

Outstanding is the evident and widespread demand for a more vigorous and speedy approach to that national status, with national standards of salary and conditions of service, for the local government officer which has, since superannuation was achieved, been the Association's major goal. Marked as has been the progress through the extension of Whitleyism, there is apparent a growing impatience with the doctrine of the "inevitability of gradualness" which its method of reasonable persuasion has imposed. As in more important affairs, the demand is developing for a livelier spirit of attack, for short cuts, and for compulsion rather than reasoned argument as the quickest means of achieving the end in view.

Short-Cut Strategy

THREE resolutions seek to impose national scales and conditions by the *force majeure* of Government action. Malden and Coombe, reinforced this time by Hove, reverts to the plan it put forward three years ago to achieve total victory by a stroke of the pen, making the local government service a younger brother of the civil service, distinguished from it only by a different letter on its hatband. Such a victory would solve many problems, certainly. But would it not—assuming it were attainable—bring with it others no less acute? That is a question upon which delegates should have much to say.

The West Riding and Haslingden branches seek the same total victory by different strategy. But both rely upon compulsion imposed from above—as also does South-West Gloucestershire in its call for equal security of tenure. And the irrepressible demand for affiliation to the T.U.C. no doubt has behind it the same idea of enlisting to NALGO's aid the power of the big battalions. To some, this will appear obvious tactics, especially in these days when the rule of might extends over a large part of the globe. Others will have their doubts—and these latter will await with keen interest the report from the N.E.C. on its delicate negotiations, conducted over many months now, for the strengthening of the Whitley Council system through the co-operation of the associations of local authorities.

The desire for allies is apparent, too, in the Croydon and Kent resolutions seeking federation and closer co-operation of "black-coats." Here, again, we seem likely to bring into direct conflict those who argue that NALGO can fight its own battles, with its own weapons, on its own feet, and those who see greater strength and, consequently, speedier and more complete victory, in alliances.

Internal Rearmament

OF primary interest on the domestic side will be the N.E.C. proposal for an increase in subscriptions. This should put the sincerity of those who call for more aggressive policies acutely to the test. All would seem to be agreed on the need to strengthen NALGO if it is to fight its battles to victory. But can we do that—even if we do it by enlisting the aid of outside forces—without internal rearmament, calling for some personal sacrifice? It is with the Association as it is with the nation. We cannot expect others to do all the fighting for us. We must build up our own forces if we are to win allies—and we cannot have strong forces of our own until we are prepared to pay for them.

These and other points will give delegates much to talk about—so much, indeed, that the nine hours available will probably prove far too short. But if ideas are carefully marshalled beforehand, if speakers will impose on themselves a self-denying ordinance to eschew oratory, repetitiveness and triviality, and if listeners will avoid needless obstruction, the conference of 1942 may be long remembered as one of the most fruitful in the Association's history.

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Glamorgan's Isolationists

WHATEVER they may think of the virtues of isolationism for NALGO itself, few members, we fancy, will endorse the particular brand of it displayed by the Glamorgan branch at its annual meeting, reported on page 90.

Hitherto, as we recorded in October, the Glamorgan branch has stood firmly aloof from Whitleyism on the selfish ground, apparently, that it can do better for itself by direct negotiation with the county council through its joint committee. It has taken the view that, so long as that state of affairs continues, NALGO policy, the South Wales provincial council, and NALGO members in neighbouring branches, can go hang.

At a special meeting in September, however, the executive committee reversed that policy, albeit by the narrow majority of 15 votes to 12, adopting a resolution pledging full support to the national principle and to the South Wales provincial council. That seemed a good omen. But the change of heart has been short-lived, and now the branch as a whole, by 94 votes to 57, has reaffirmed its former attitude of non-co-operation.

"Hitlerism"

ONCE again, fear of the dissolution of the local joint committee appears to have been the determining influence prompting the vote. In other words, Glamorgan members—or rather, 94 of them, for we must except the more enlightened minority—insist on putting their own advantages before the common advantage of their colleagues in the rest of South Wales and the country as a whole, and will risk nothing for a principle even though they know that acceptance of that principle would bring to their side the whole influence of NALGO.

Most astonishing feature of the debate was the remark of one member that the executive's recommendation to endorse the principle of Whitleyism was "nothing more nor less than Hitlerism." It would be hard to find a more striking contradiction in terms. If a plea for collective bargaining through Whitley machinery is "Hitlerism," what are we fighting for? Presumably to defend Soviet plutocracy, American tyranny, and British barbarism against the enlightened forces of German democracy, Italian liberty, and Japanese fraternity! While we cannot believe that this incredible comment influenced the voting, it has been suggested that misrepresentation and the jolly old game of "baiting the executive" did. We had thought better of our Glamorgan friends—and we still hope that they will inquire a little more deeply into the meaning of Whitleyism, and that the inquiry will induce them to reverse this unfortunate decision.

Lively Agenda for Conference

MEETING in London on March 14, the National Executive Council approved the draft of its annual report for 1941 and the arrangements for this year's conference.

As already announced, the conference is to be held at Friends' House, Euston Road, London, on Monday and Tuesday, May 25 and 26. Only about 9 hours will be available, since the conference must conclude at 12.30 p.m. on the Tuesday to allow of the annual meetings of the Provident Society, the Approved Society, and Logomia in the afternoon.

The preliminary agenda, consisting of the notices of motion put forward by the N.E.C., district committees, and branches, is given below. To it have still to be added amendments to the annual report and the notices of motion, which may be submitted by branches up to April 15.

1. Opening of Conference.—The President will take the chair.

2. To confirm the proceedings of the annual Conference held on May 27-30, 1939, and of the Delegate Meeting held on May 11, 1940.

3. Benevolent and Orphan Fund—announcement of amounts received from districts and winners of trophies and diplomas.

(In view of the restricted time available, there will be no Purse Session, but the amount received during the financial year will be announced.)

4. President's Address.

5. Appointment of Auditors for the year 1942.

Notice of Motion by the National Executive Council.

That Messrs. Jackson, Pixley & Co., Chartered Accountants of Kent House, Telegraph Street, London, E.C.2, be appointed the Association's auditors for the year 1942, and that a fee of £525 be paid to them for their services.

6. Appointment of Scrutineers.

7. Honorary Treasurer's Financial Statement.

8. Annual Report of the National Executive Council.

9. National Status for Local Government Officers.

Notice of Motion by the Hove and Malden and Coombe branches.

That, having regard to the present trend of events, this Conference is strongly of opinion that the course of action contemplated by the notice of motion put forward by the Malden and Coombe branch at the 1939 Conference be now vigorously pursued and that :

(1) His Majesty's Government be urged to pass the necessary legislation providing that, having regard to the national and semi-national character of many duties now undertaken by local authorities, local government officers should be constituted a branch of the civil service and be designated civil servants (L.G.) (local government), as distinct from civil servants (N.) (national), their appointment to, retention or re-grading in, and dismissal from the service to be subject to the approval of the appropriate government department ; and the grade, minimum pay, holidays, and conditions of service of such officers to be in accordance with recognised scales (as in the case of civil servants (N.)), to be formulated by H.M. Government in conjunction with the associations of local authorities ;

(2) That upon effect being given to the above mentioned proposals the National Association of Local Government Officers be recognised as representative of the interest of the members of such new branch of the civil service ; and

(3) That the Association be requested to forward to the Prime Minister a copy of the foregoing, together with such particulars in support of the proposals as the National Executive Council may deem necessary.

10. Three-Party Agreements.

Notice of Motion by the West Riding branch.

That inasmuch as local government officers are the only public servants whose salaries are not regulated by national awards, this Conference instructs the National Executive Council to take all possible steps towards the making of three-party agreements on a national basis as between associations of employing authorities, the National Association of Local Government Officers, and appropriate government departments, such agreements to be binding on all parties and enforceable by departmental regulations.

11. National Scales of Salaries and Service Conditions.

Notice of Motion by the Haslingden branch.

That in view of the absence of agreement and uniformity throughout the country as to salaries and conditions of appointment, the National Executive Council be instructed to press for the compulsory adoption by all local authorities of one uniform scale of salaries and one uniform code of conditions of service.

12. Cost of Living Bonus.

Notice of Motion by the Barking branch.

That this Conference expresses disappointment at the award made by the National Whitley Council on February 6, 1942, and that the National Executive Council be asked to take all possible steps for the war bonus to be increased to a figure comparable to the increased cost of living.

13. A Cost of Living Bonus for Superannuated Officers.

Notice of Motion by the North-Western and North Wales District Committee.

That immediate and urgent representations be made to the Ministry of Health to procure legislation to afford persons superannuated under the 1937 Act or local acts an increase in pension commensurate with the increase in the cost of living.

14. *Notice of Motion by the Leeds Branch.*

That this Conference considers that superannuated officers should receive augmentation of pensions equivalent to the cost-of-living bonuses receivable by existing local government officers, and instructs the National Executive Council to take all possible steps to obtain legislation to this end.

15. Security of Tenure for all Local Government Officers.

Notice of Motion by the South-West Gloucestershire branch.

(1) That strong representations be made to the Ministry of Health with a view to equal security of tenure being obtained for all local government officers, irrespective of whether part of the salary is met by the exchequer from whatever department.

(2) That equal terms of appointment and dismissal of local government officers should apply throughout the local government service.

16. Equal Pay for Equal Work.

Notice of Motion by the Glasgow branch.

That in the present circumstances, when it is necessary in the national interests that women should play an increasingly important part in local government, this Conference reaffirms its adherence to the principle of equal pay for equal work and requests the National Executive Council to take practical steps to have the principle put into operation.

17. Service Pay and Dependants' Allowances.

Notice of Motion by the Glasgow branch.

That this Conference urges the Government, in view of the widespread hardship caused by the present low standards of pay, to readjust the whole scale of pay and dependants' allowances of the Armed Forces, with a view to ensuring to members of the Forces and their dependants an allowance adequate to a decent standard of living.

18. Whitleyism in the Local Government Service.

Notice of Motion by the Kettering and district branch.

That this Conference notes with satisfaction the efforts of the National Executive Council to persuade the associations of local authorities to support Whitleyism in the local government service ; expresses keen appreciation of the sympathetic attitude of successive Ministers of Health ; and instructs the National Executive Council :

(a) to make it a condition of further negotiations that the National Joint Council shall be a party to the negotiations, and

(b) to reject any proposals which would seriously alter the areas or functions of the existing provincial councils without the consent of the majority of the existing provincial councils.

19. Local Joint and Staff Committees.

Notice of Motion by the Glasgow branch.

That this Conference approves of the principle of local joint committees and also joint staff committees composed of representatives of staffs and departmental chiefs as one method of improving efficiency in local government and assisting the war effort, and further instructs branches to endeavour to initiate these immediately.

20. Conditions of Employment and National Arbitration Order, 1940.

Notice of Motion by the South Wales and Monmouthshire District Committee.

(a) That this Conference, representing 110,000 local government officers, deplores the apparent attitude of the associations of local authorities to the Government's measures for ensuring that there shall be means of remedying grievances without resort to strike action ; expresses the opinion that a right to refer disputes on remuneration or other service conditions relating to the local government service to arbitration should be substituted for the

exercise of arbitrary power by employing authorities ; and strongly urges that local authorities should not, as employers, be in a position of privilege in relation to employers in general.

(b) That this resolution be forwarded to the Minister of Labour and National Service, the Minister of Health, the County Councils' Association, the Association of Municipal Corporations, the Urban District Councils' Association, and the Rural District Councils' Association.

21. The Beveridge Committee Survey of Social Services.

Notice of Motion by the Yorkshire District Committee.

As a Committee has been set up under the chairmanship of Sir William Beveridge "to undertake, with special reference to the inter-relation of the schemes, a survey of the existing schemes of national insurance and allied services including workmen's compensation and to make recommendations" this Conference considers that a watching brief by the Association to ensure merely full compensatory safeguards for loss of office is not sufficient and hereby instructs the National Executive Council to make representations to ensure that the tenure of office and status of local government officers is not jeopardised.

22. Affiliation to the Trades Union Congress.

Notice of Motion by the National Executive Council.

That this Conference sees no reason to vary the decision reached in 1936 and in any event feels that in the present circumstances, with a large proportion of the membership unable to express an opinion for or against the question, any further consideration should be deferred until the end of the war.

NOTE : The resolution passed by the conference in 1936 was as follows :

That this Conference, whilst appreciating the valuable service rendered to organised labour by the Trades Union Congress, expresses the opinion that local government officers, as servants of the public, should be members of an independent organisation and that such organisation should not be associated with party political activities.

23. *Notice of Motion by the South Wales and Monmouthshire District Committee and the Leicester, Stalybridge, Barking, and Glasgow branches.*

That this Conference resolves that immediate steps be taken to secure the affiliation of the National Association of Local Government Officers to the Trades Union Congress.

24. Formation of Federation of Associations representing Professional, Clerical, Administrative, and Technical Workers.

Notice of Motion by the Croydon branch.

That the National Executive Council take immediate steps to ascertain the opinions of all unions, associations, and other bodies representing professional, clerical, administrative, and technical workers, with a view to the formation of a federation of such bodies, with functions similar to those of the Trades Union Congress in respect of manual workers.

25. Closer Co-operation with Civil Servants' and Teachers' Associations.

Notice of Motion by the Kent C.C. branch.

That this Conference instructs the National Executive Council to consider and report on the possibilities of closer co-operation with the civil service staff associations and the teachers' associations on salaries, service conditions, and general policy.

26. Stronger NALGO.

Notice of Motion by the West Riding branch.

That this Conference, realising the need for a stronger NALGO, urges the importance of a more vigorous public relations policy, with a view of creating more interest in the Association, both national and local, by the individual member and the general public.

IMPORTANT DATES FOR CONFERENCE

THE attention of branches is drawn to following dates to be observed in connection with the NALGO Conference:

April 13—Last date for receipt of nominations (which must be signed by two other members) for the Nalgo Building Society Committee of Management and of notices of motion for the annual general meeting of the Building Society.

April 15—Last date for receipt of amendments to notices of motion for the conference agenda.

April 25—Despatch to local correspondents of notices and agendas of the annual general meetings of the Nalgo Provident Society, and the Nalgo Building Society, and to members of the notice and agenda of the annual general meeting of Logomia.

May 8—Issue of final conference agenda ; last date for branches to notify division of voting strength.

May 25—9.30 a.m.-12.30 p.m. ; 2.15-5.0 p.m.—Conference.
5.15 p.m.—Building Society annual general meeting.

May 26—9.30 a.m.-12.30 p.m.—Conference.
2.30 p.m.—Provident Society annual meeting.
4.0 p.m.—Approved Society annual meeting.
5.30 p.m.—Logomia annual meeting.
(Delegates are asked to note that the times of the ancillary meetings have been changed. In the first announcement the Logomia meeting was timed for 2.30 and the Provident Society for 5.30.)

All notices and nominations should be addressed to the General Secretary, NALGO Centre, Croyde, Braunton, Devon.

27. Holiday Centres.

Notice of Motion by the Leeds branch.

(1) That this Conference views with concern the cumulative deficits incurred in the maintenance of the holiday centres, and in view of the unsatisfactory provision for depreciation, calls for an immediate professional valuation of the properties.

(2) That this Conference hereby rescinds all previous authority given for the provision of additional holiday centres, camps and/or guest houses.

28. Temporary Officers and Membership of NALGO.

Notice of Motion by the National Executive Council.

That this Conference strongly urges branches to secure the membership of all persons employed as temporary officers in local government and is of the opinion that no application for membership of the Association should be refused by a branch on the ground that the applicant is a temporary officer.

29. Temporary Officers and NALGO Ancillaries.

Notice of Motion by the Hertfordshire County branch.

That the National Executive Council should generously extend their policy towards temporary officers in the local government service by permitting their participation in all the NALGO ancillaries.

30. Abingdon Street Re-building.

Notice of Motion by the Leeds branch.

That this Conference notes that war conditions have demonstrated the practicability of administering most of the activities of NALGO from provincial premises ; considers that the proposals for the rebuilding of the Abingdon Street premises will entail unduly high costs of management for the various ancillaries, and therefore recommends the provision of accommodation for such ancillaries on a less expensive site in outer London or in the provinces, and the abandonment so far as this Association is concerned of the present re-building scheme.

31. Reserve Funds.

Notice of Motion by the Leeds branch.

(1) That this Conference is of the opinion that the present manner of investment of the association's reserve funds offers neither availability in case of need nor adequate security.

(2) That this Conference instructs the National Executive Council to consider immediately ways and means of re-establishing the reserve funds in trustee securities.

32. National Youth Council of NALGO

Notice of Motion by the Glasgow branch.

That this Conference requests the National Executive Council to initiate the organising of NALGO youth sections in all branches with the aim of creating, on the basis of these, a National Youth Council of NALGO.

33. Attendance of Members of the National Executive Council.

Notice of Motion by the Leicester branch.

That the rules of the Association be amended so as to provide that where a member of the National Executive Council fails, without sufficient reason, to attend four consecutive meetings of the council, he be liable to expulsion from the council by the appropriate district committee, and any resultant vacancy be filled by the application of Rule 48.

34. Meetings of National Executive Council and Standing Committees.

Notice of Motion by the South Wales and Monmouthshire District Committee.

That this Conference, while appreciating the services rendered by the members of the Emergency Executive Committee of the National Executive Council, now desires a resumption of the normal working of the National Executive Council and its standing committees.

35. Election of Honorary Officers and Members of the Council.

Notice of Motion by the National Executive Council.

(a) That this Conference be asked to decide whether an election of the honorary officers and members of the council be held prior to the next annual conference.

(b) That in the event of an election being held, it shall be by ballot in the most practicable form to be devised by the National Executive Council.

36. *Notice of Motion by the Glasgow branch.*

That this Conference resolves that the election of the National Executive Council members be resumed forthwith.

37. *Notice of Motion by the South Eastern District Committee.*

That an election of the National Executive Council be held within three months of the date of Conference.

38. *Notice of Motion by the Kent C.C. branch.*

That in the event of the motion by the South-Eastern district committee in relation to the election of the National Executive Council (or a motion to the like effect) being carried by Conference, the National Executive Council be instructed to arrange for the election to be conducted through the district committees, subject to the following principles being observed :

(a) That the voting shall be according to the membership of branches as at a date to be fixed by the National Executive Council.

(b) That the right of any branch to make nominations or to vote shall not be dependent on the attendance of representatives of the branch at a meeting or meetings of a district committee.

39. Nomination of and Voting for the National Executive Council.

Notice of Motion by the Southern District Committee.

That the rules of the association be amended to provide for nominations to be made by branches and voting by district committees only.

40. *Notice of Motion by the Coventry branch.*

That this Conference directs that an election of the National Executive Council be held within three months following this Conference by the following method :

(a) Branches shall nominate candidates as provided for in rule 40.

(b) District committees shall elect members from the candidates nominated by a ballot of representatives present and voting on the basis of a card vote.

(c) There shall be an annual election by the same method except that in 1943 and future years the election shall be made at the last meeting of each district committee before Whitsuntide.

(d) That the National Executive Council be instructed to make any necessary alterations of rules.

41. *Notice of Motion by the Gillingham (Kent) branch.*

That the right of nomination and voting for the members of the National Executive Council be withdrawn from individual members of the association and vested in the district committees, and that the following consequential amendments to the rules be made :

Rule 40. Nominations.

Paragraph (a) Delete the words " branches or by any two members with eight assentors " and substitute " member of a district committee."
Delete the word " branch " in line 6 and substitute " district committee."

Rule 42. Voting Papers.

Paragraph (a) Delete the words " the secretary of each branch " in line 1 and substitute " each member of a district committee."
Delete the words " a number of " and " equal to the " in line 2.
Delete all line 3.
Delete the words " of January " and " an equal number of " in line 4.
Paragraph (c) Delete the words " the names of the branches from which respective nominations emanate, and also."

Rule 43. Supply to Members and Return of Voting Papers.

Delete Rule.

Rule 44. Voting.

After the word " member " in line 1, insert the words " of a district committee."

Rule 47. Counting of Votes.

Delete the words " district committee for each electoral area " in lines 1 and 2, and substitute the words " National Executive Council."
Delete the words " for its own area " in line 3.
Delete the words " district committee " in line 5 and substitute " National Executive Council."
Delete the words " branches in its district not being candidates for election " in lines 6 and 7 and substitute the words " the paid staff of the association."

Rule 48. Casual Vacancies.

Delete the words " each of the branches comprising the district " in line 3 and substitute " each member of the district committee."

NALGO APPROVED SOCIETY
No. 312

Notice is hereby given that an Annual General Meeting of members of the NALGO Approved Society will be held at Friends House, Euston Road, London, on Tuesday, May 26, 1942, at 4 p.m., to consider the following agenda :

1. To confirm the Minutes of the last meeting.
2. Ministry of Health Auditors' Financial Statement 1940.
3. Annual Report of Committee of Management.
4. Admission of war-time temporary officers to membership. Notice of Motion submitted by the Croydon Branch. "That in view of the decision of the National Executive Council to admit war-time temporary members of staffs of Local Authorities into membership of the Association, the Management Committee be authorised to admit this class of officer into membership of the Approved Society."
5. Triennial Valuation. Notice of Motion submitted by the Glasgow Branch. "That the Committee of Management approach the Ministry of Health with a view to obtaining a Triennial Valuation of Approved Societies so as to coincide with the qualifying period for treatment benefits."
6. Election of President, Trustees, and Committee of Management.
7. Other business, if any.

L. HILL, Secretary,
Nalgo, Croyde, Braunton, North Devon.

Delete the words " the secretary of each of such branches " in line 10 and substitute " each member of the district committee concerned."
Delete the words " secretary of the district committee " in line 12 and substitute the words " general secretary."
Delete the words " the general secretary " in line 13 and substitute the word " him."
Delete the words " district committee " in line 13 and substitute the words " general secretary."
Delete the words " district committee " in line 15 and substitute the words " general secretary."
Delete the word " general " in line 16 and insert the words " of the district committee concerned " after the word " secretary " in line 16.

Rule 49. Returning Officer and Declaration.

Delete the words " the secretary of each of such branches in the district " in lines 8 and 9, and substitute the words " each member of the district committee concerned."
Insert the word " general " before the word " secretary " in line 10, and delete the words " of the district committee " in line 10.
Delete the words " general secretary " in line 11 and substitute the word " him."
Delete the words " district committee " in line 12 and substitute the words " general secretary."

42. Revised Subscriptions.

Notice of Motion by the National Executive Council

That Rule 9 (a) and (b) be amended to provide for the following revised scale of subscriptions to operate from November 1, 1942.

1/-	per month	on salaries	up to		£100	p.a.
1/3	,,	,,	,,	from £101 to	150	,,
1/6	,,	,,	,,	,, 151 ,,	200	,,
1/9	,,	,,	,,	,, 201 ,,	250	,,
2/-	,,	,,	,,	,, 251 ,,	300	,,
2/6	,,	,,	,,	,, 301 ,,	350	,,
3/-	,,	,,	,,	,, 351 ,,	450	,,
3/6	,,	,,	,,	,, 451 ,,	550	,,
4/-	,,	,,	,,	,, 551 ,,	750	,,
4/6	,,	,,	,,	,, 751 ,,	1000	,,
5/-	,,	,,	,,	over £1000		,,

Retired members receiving a superannuation allowance up to and not exceeding

£300 p.a. ... ... 5/- p.a.
Over £300 p.a. ... ... 10/- p.a.

43. Legal Assistance.

Notice of Motion by the National Executive Council.

That in connection with the issue of a Legal Defence Policy the following amendments to the rules and constitution of the Association be adopted :—

Rule 78

Delete " the recommendation of the member's branch, and "
Delete from the word " except " in the second line to the end of rule.
The Rule will then read :
" 78. A claim for legal assistance and support shall be subject to the approval of the Council."

Add :
" who shall have the right to grant or refuse an application for legal advice and assistance for any reason which may appear to it to be good and sufficient, and before making any decision on such application may obtain the observations of the appropriate Branch Executive Committee on the application."

Rule 79

Delete the Rule and substitute therefor :
" 79. The Council may not adopt the case of any applicant for assistance who does not fulfil the definition of member, or who is in arrear with payment of his Association subscriptions as specified in Rule 9."

Rule 82

Delete " or damages awarded against "

New Rules

A. " Where any claim for damages is made against a member in respect of something done by him in the course of carrying out his duties as a local government officer which involves, or appears likely to involve, his being made a defendant in a civil action, the Association will, subject to the case being approved by the Council, give to him complete indemnity in respect of the claim, i.e. will become responsible for the defence of the action and the payment of any damages or costs awarded against him, or which, with the approval of the Council, he has agreed to pay in settlement of the claim."

B. " In cases where a member is charged with a criminal offence no legal assistance shall be given until the proceedings have terminated. If the member pleads guilty or is found guilty, no legal assistance shall be given. If, on the other hand, he is acquitted, then, subject to the proceedings having arisen out of his employment as a local government officer, an application by him for a grant towards the costs of his defence shall be considered by the Council."

C. " In these Rules wherever the context so admits words denoting the masculine gender shall be deemed to include the feminine gender."

44. Subscriptions of Members on War Service.

Notice of Motion by the Leeds and Edinburgh branches and the East Midland District Committee.

That this Conference resolves that the rules of the Association be amended to provide that no further subscriptions be demanded from members on war service, during the period of such service, and that appropriate action be taken to preserve the rights of such members, who are also members of any of the ancillaries of the Association.

45. *Notice of Motion by the Stretford branch.*

That where a local authority has adopted the provisions of the Local Government Staffs (War Service) Act, 1939, whereby allowances are payable to employees engaged on war service, the subscription of a member of this Association employed by that authority should be based upon the amount of allowance payable to him plus the amount of his war service pay or on the amount of the remuneration to which he would have been entitled had he remained in his civil employment, whichever is the less.

46. Subscriptions of Members in H.M. Forces.

Notice of Motion by the Yorkshire District Committee and the Dunbartonshire branch.

That the rules of the Association be amended to provide that subscriptions of members on service with any branch of H.M. Forces be waived during the period of such war service and that appropriate action be taken in order to preserve their rights in connection with membership of any of the ancillaries of the Association.

47. ***Notice of Motion by the Glasgow branch.***

That this Conference declares that members in H.M. Forces should, if they so desire, be relieved from payment of subscriptions for the duration of the war and that their rights and privileges be fully protected and insured.

48. ***Notice of Motion by the Bucks County branch.***

That the present rule in regard to payment of subscriptions by members serving in the Forces based upon the amount of supplementary pay received from the local authority be rescinded and that the following rule be adopted :

"Subscriptions for members serving in H.M. Forces shall be 5s. per annum irrespective of the amount received in salary from the local authority or pay in H.M. Forces ; the payment of this nominal subscription to entitle such members to all the benefits of full membership."

49. ***Notice of Motion by the Leicestershire branch.***

That the subscriptions to be paid by members serving in H.M. Forces or in the civil defence services shall be at the uniform nominal rate of 2s. 6d. per annum.

50. ***Notice of Motion by the North-Eastern District Committee.***

That this Conference is of the opinion that the rules of the Association should be amended so as to provide for members serving in H.M. Forces paying only a nominal subscription to the Association, and suggests that such subscription be one shilling per annum.

51. Annual Conference.

Notice of Motion by the National Executive Council.

(a) That this Conference confirms the action taken by the National Executive Council in deciding the venue and date of the Annual Conference, 1942 ;

(b) That this Conference authorises the National Executive Council to decide the date, time and place of the next Annual Conference.

52. Any Other Competent Business.

Other matters dealt with by the N.E.C. included :

Restoration of Pre-War Practices.—As was reported in the March LOCAL GOVERNMENT SERVICE, the Ministry of Labour refused to amend the Restoration of Pre-war Trade Practices Bill, 1942, to make it apply to the administrative departments of local authorities. During the debate on the bill, however, the joint Parliamentary Secretary to the Ministry promised to ask the Minister of Health to circularise local authorities asking them to treat all members of their staffs as if they had been included in its scope. The N.E.C. decided to ask the Minister of Health to circularise authorities both now and at the end of the war.

Cost-of-Living Bonus.—In response to a request from the National Union of Teachers, the council agreed to enter into joint discussions on the bonus question with the N.U.T., and the civil servants, to consider whether the time had not arrived for a joint appeal to the Government to promote war-time machinery to deal with the war bonuses of all public servants. Messrs. F. H. Harrod, P. H. Harrold, E. A. S. Young, and A. A. Garrard were appointed as the council's representatives in these talks.

Summer School.—In view of the fact that seven district committees have opposed the suggestion of the Metropolitan district that a summer school be organised this year, while not one district supported it, it was decided not to proceed with the proposal.

Ancillaries' Representatives.—Messrs. A. Denton Ogden, H. J. Altoun, F. Sharpe, and E. A. S. Young were elected as representatives of the council to serve on the committee of management of the NALGO Building Society. The existing representatives to the committees of management of Logomia (Messrs. F. H. Harrod, P. H. Harrold, W. H. Legh-Smith, T. Nolan, and J. H. Warren) and of the Provident Society (Messrs. R. W. Coppock, T. Nolan, L. H. Taylor, and L. Bevan) were re-elected.

Emergency Executive.—In response to representations from the North Eastern District committee that it was not represented on the emergency executive of the N.E.C., the council decided to elect Mr. J. Y. Fawcett to the emergency executive.

Mr. F. H. Harrod presided at the meeting and those present included : Messrs. R. Adams, H. Allen, H. J. Altoun, E. F. Bacon, J. T. Baker, F. D. Barton, W. R. Beevers, L. Bevan, J. Brown, S. H. Brodie, A. G. Bolton, A. Clark, R. W. Coppock, F. E. Cox, Miss E. Dawson, Messrs. E. R. Davies, A. B. Day, W. O. Dodd, J. Y. Fawcett, A. A. Garrard, D. L. Griffiths, P. H. Harrold, R. E. Heron, J. L. Holland, W. E. Hudson, H. R. Jones, H. A. Jury, G. Llewelyn, S. Lord, E. H. Mason, A. B. Mills, C. J. Newman, T. Nolan, A. Denton Ogden, D. J. Parry, A. Pinches, E. L. Riley, C. A. W. Roberts, H. Russell, F. Sharpe, R. T. Shears, Miss I. Stansfield, Messrs. E. J. Stead, W. Strother, H. Taylor, L. H. Taylor, J. H. Tyrrell, J. W. Vince, R. Williams, and E. A. S. Young.

NEW LOGOMIA SERVICES

War Risks Cover and Savings Bonds Endowments

LOGOMIA is now covering under its life assurance policies death caused as a result of war for an additional annual premium of one guinea per cent. The war risks protection provides unrestricted cover for civilians, including those engaged upon civil defence duties, and for members of H.M. Forces in the event of death occurring as a result of war within the United Kingdom of Great Britain and Northern Ireland, or the territorial waters thereof, only military flying duties being excluded.

The Association is also issuing savings bonds endowment assurances for a term of 13 years (with or without profits). In the case of with profits savings bonds assurances, the sum payable per £100 of assurance will be by way of savings bonds for the sum of £100 or multiples thereof, whilst bonuses will be paid in cash. The rates of premium for these assurances can be obtained on application to NALGO, Croyde, Braunton, N. Devon. War risks cover can be included for an additional premium of one guinea per cent.

Pass Book Audit for 1941

TO facilitate the annual audit of the pass books of shareholders and depositors in the Nalgo Building Society and of the contributors to the various schemes of the Nalgo Provident Society, and to ensure their return to members with the least possible delay, the books should be sent to NALGO Centre, Croyde, Braunton, North Devon, in accordance with the following programme :

BUILDING SOCIETY

North Western, North Wales, and North Eastern districts—between April 6 and April 27.

Yorkshire, East Midland, West Midland, and Eastern districts—between May 18 and June 8.

South Eastern, Southern, South Western, South Wales, and Scottish districts—between June 29 and July 20.

Pass books for the Metropolitan district should have been sent last month—between March 9 and March 23.

PROVIDENT SOCIETY

Metropolitan district—between March 23 and April 6.

North Western, North Wales, and North Eastern districts — between April 27 and May 18.

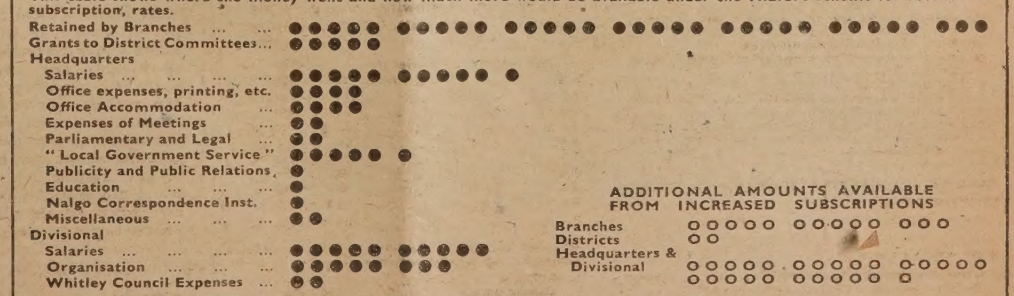
Yorkshire, East Midland, West Midland, and Eastern districts—between June 8 and June 29.

South Eastern, Southern, South Western, South Wales, and Scottish districts—between July 20 and August 10.

Pass books should be accompanied by evidence of Association branch membership—the instalment subscription card, or the full annual white receipt form, or an individual or bulk certificate from the honorary treasurer—unless the investor or contributor is not eligible for membership of NALGO. Should this evidence be not readily available, however, the forwarding of books should *not be delayed*. A record will be kept at headquarters where it is not received and the proof of membership will be obtained later.

WHERE YOUR SUBSCRIPTION GOES

The average subscription paid by NALGO members in 1940 was 15s. 3d., while expenditure averaged 15s. 6d. per head. This table shows where the money went and how much more would be available under the N.E.C.'s scheme for revision of subscription rates.



Each symbol represents 2d.

NALGO Consultative Committee

MANY matters of common interest to NALGO and members of the sectional and professional societies were discussed at the half-yearly meeting of the NALGO Consultative Committee—which is composed of representatives of the Association and the 31 societies associated with it—held in London on March 13. Mr. F. H. Harrod, NALGO, presided, and topics dealt with included :

Whitleyism.—Mr. H. Allen, NALGO, reported that, a few hours earlier, NALGO representatives had met representatives of the local authorities' associations and had secured their agreement to the participation of the National Whitley Council in the discussions now in progress under the aegis of the Minister of Health for a strengthened Whitley Council machinery in which the associations of local authorities' would participate. The representatives of the local authorities' associations and of the National Whitley Council were to meet and hammer out a scheme for electing representatives of the employers on the proposed new Whitley Council which would be acceptable to all interests. In view of this, and of the progress made in other directions, he felt confident that the new Whitley Council would be established. One of its first tasks would be the formulation of a national scale of salaries.

Cost of Living Bonus—Reporting on the new recommendation adopted by the National Whitley Council, the chairman drew attention to the fact that the change to a flat-rate basis would make it easier to keep the bonuses given to local government officers in step with the flat-rate bonuses granted to manual workers.

The "Bolton Case"—Explaining the present position, Mr. J. Simonds, NALGO legal secretary, said that NALGO was taking the dispute with Bolton Corporation, upon the result of which depended the extent to which local authorities would be subject to the provisions of the Conditions of Employment and National Arbitration Order, to the House of Lords, and it was hoped that the appeal would be heard in about three or four months' time. In the meantime, the Ministry of Labour was unable to amend the Order, regarding the matter as being *sub judice*, and many disputes with local authorities could not, for the time being, be referred to the National Arbitration Tribunal.

Higher Allowances to Pensioners—Mr. L. Hill, general secretary, NALGO, described the persistent but so far fruitless efforts of the Association, with the Ministry of Health and through the T.U.C. Advisory Committee, to obtain some increase in superannuation allowances to meet the rising cost of living. The position was that nothing could be done without legislation, and the Government had refused that on the grounds that it was already spending £100,000,000 a year to "peg" the cost of living, and that it could not legislate for one section of the community. Nevertheless, NALGO was continuing its efforts. It was to take part in joint discussions with the National Union of Teachers and the civil servants, after which it was proposed to approach the Government again.

Re-employment of Retired Officers—Mr. J. B. Swinden, organising secretary, NALGO, described the approaches made to the Minister of Health in an attempt to remedy the anomaly under which officers superannuated under the Poor Law Officers' Superannuation Act, 1896, who returned to local government work after retirement, could not receive more than the difference between the pay of the new appointment and the amount of their superannuation allowance, and, where the pay of the new appointment equalled or exceeded their superannuation allowance, had to sacrifice that altogether while they were working. The Ministry held that the problem could be solved only by legislation, which it was not prepared to promote now. NALGO, on the other hand, argued that it could be solved without legislation, and intended to make further representations.

Nursing Services—Mr. C. A. W. Roberts, NALGO, who is also chairman of the staffs side of the "Rushcliffe" committee, appointed by the Minister of Health to consider nurses' salaries, reported that the committee was making good progress. The staff side had drawn up a suggested scale of salaries, and this was now being considered by the employers' side. The Minister was considering remitting to the committee certain conditions of service. The committee was doing a big job, and NALGO was taking its full share in the work. Separate sub-committees were being set up to make recommendations on the salaries of health visitors, school nurses, and midwives.

Industrial Court—The chairman drew attention to the value of the Industrial Court in deciding disputes between a local authority and its staff. Two recent disputes in which NALGO was concerned had been decided in favour of the Association. It was clear that the Court provided useful machinery for settling disputes, wherever local authorities could be persuaded to submit them voluntarily to it. The Court could not arbitrate without the consent of both parties.

NALGO Reconstruction Committee—Describing the work of the committee, the chairman explained that it was engaging in a general survey of the problem of local authority areas and functions, and was inviting sectional and professional societies to assist it with their views. Questionnaires were being circulated to the societies and to NALGO branches and district committees. Of the 31 societies associated with NALGO, only one had refused to co-operate, while a number had omitted to reply to the invitation. It was suggested that some societies were hesitant because they did not know the lines on which the committee was working, and it was agreed to supply those which had not replied with further information and copies of the questionnaire.

Is a Hospital Liable for Negligence of its Staff?

This question, of importance to all officers concerned with hospital administration, has recently been in the news in relation to an action brought against Essex County Council. Here JOHN SIMONDS, M.A., Barrister-at-law, NALGO's legal secretary, summarises the various decisions on the point.

IN 1905, in the case of *Evans v. Liverpool Corporation*, Mr. Justice Walton held that the corporation was not liable for the negligence of a duly qualified man appointed by it. The judge expressed the view that if the hospital authority has employed a competent medical man, skilful and duly qualified, it has done all that it was possible for it to do.

This decision was approved by the Court of Appeal (Cozens-Hardy, M.R. and Farwell and Kennedy, L.JJ.) in 1909 in *Hillyer v. St. Bartholomew's Hospital*, where it was held that the contract of the governors of the hospital with a patient undergoing a surgical operation or examination is only to supply a competent hospital staff and nurses together with proper apparatus and appliances; and unless they have failed in that duty, they are not responsible for injury caused to the patient by the negligence of the hospital staff or nurses in the course of such operation or examination.

In 1935, in *Marshall v. Lindsey County Council*, it was held by a majority of the Court of Appeal (Lord Justice Maugham dissenting) that the terms on which patients should be admitted to the council's maternity home were matters of *administration* which were left to the matron and those acting under her, and that as the jury in the court below had found that there was negligence in relation to the admission of the plaintiff it was negligence of servants of the defendant council acting within the scope of its authority and the council was therefore liable.

In 1935 also, in another case, *Strangeways-Lesmere v. Clayton and others*, which arose through an overdose of a drug negligently administered by nurses to a patient in a hospital, it was held that the administration of the drug in the circumstances was part of the skilled professional work of a nurse, as distinct from her purely ministerial or administrative duties, and therefore the hospital authority which employed the nurses was not liable. In this case, judgment was given against the nurses with damages.

In two other cases, *James v. Probyn* (1935) and *Dryden v. Surrey County Council* (1936) the principle laid down in *Hillyer's* case was followed.

There has recently been another case, *Gold v. Essex County Council*, decided on January 16, 1942. Here, the council employed at its hospital a competent and skilful radiographer, but on one occasion he negligently treated the plaintiff who sustained personal injuries. It was held by Mr. Justice Tucker that the council had employed a competent and skilful person and therefore was not responsible for his negligence in a matter of professional care and skill as opposed to purely ministerial and administrative duties.

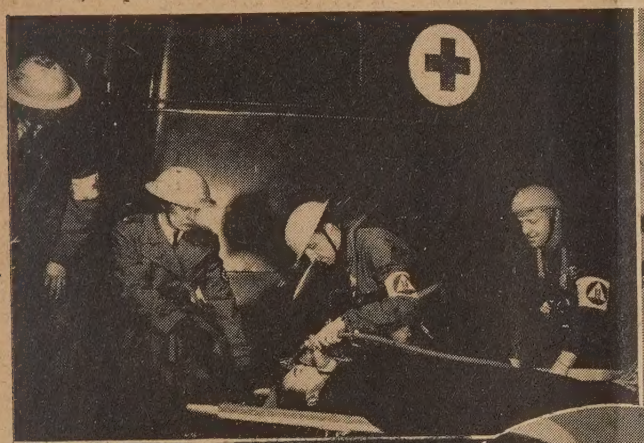
Mr. Justice Tucker reviewed all the earlier authorities. He referred to the Scottish case of *Lavelle v. Glasgow Royal Infirmary* (1932), in which three of the judges of the Court of Session supported the principle laid down in *Hillyer's* case, but the fourth judge (Lord Alness) said : "I cannot, with respect, assent to the view of Lord Justice Kennedy in *Hillyer*, that the staff of a hospital are in a different position while performing their professional duties from that in which they are while performing their ministerial and administrative duties . . . I confess that I cannot find any principle or authority which warrants the distinction which the Lord Justice sought to draw."

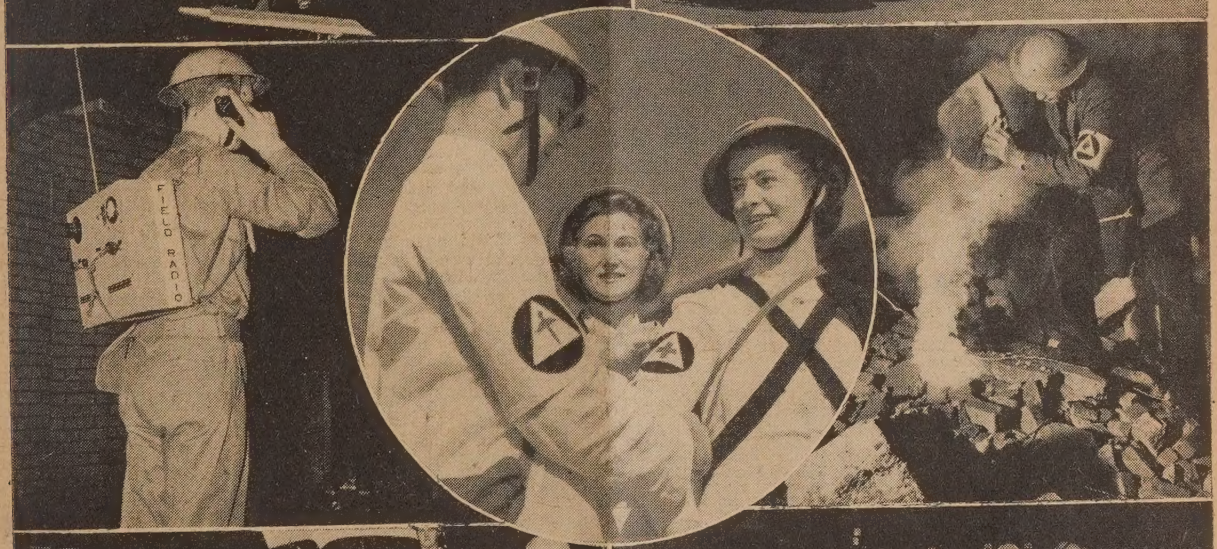
Reference was also made to a Canadian case, *Sisters of St. Joseph v. Fleming* (1938) in which the court, after considering exhaustively all the authorities on the point, came down in favour of the view expressed by Lord Alness and did did not follow the principle laid down in *Hillyer*.

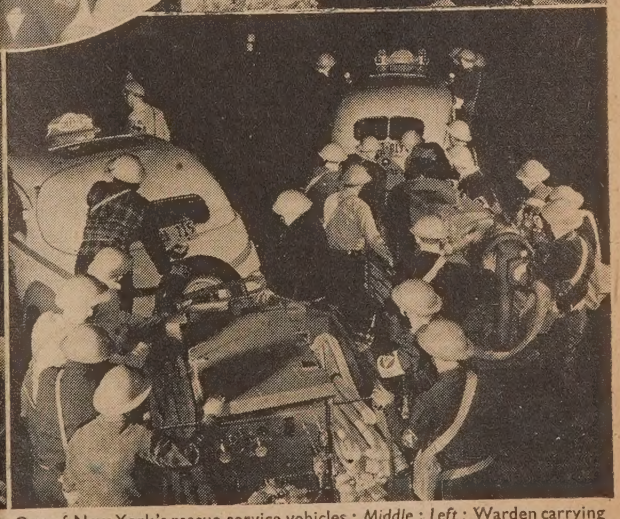
Mr. Justice Tucker said that it was impossible for him to follow the decision in the Canadian Court or the opinion expressed by Lord Alness, whatever view he might have been disposed to take in the absence of English authority on the matter. In *James v. Probyn*, Mr. Justice Swift said that he was much attracted by the reasoning of Lord Alness and that if he were deciding the matter for the first time in any Court he might possibly follow that opinion rather than that expressed in *Hillyer's* case. Mr. Justice Tucker added that, having read Lord Alness's judgment and the judgments in the Canadian case of *Sisters of St. Joseph v. Fleming*, he found himself situated as was Mr. Justice Swift, but he was not free to express any views of his own on the matter and was bound by *Hillyer's* case.

U.S. Gets Down to Civil Defence

These fine pictures of the United States Civil Defence services are from a batch sent to "Local Government Service" by the Office for Emergency Management to illustrate the article by Mr. T. S. Walmsley in last month's journal. Though too late for that, we publish them now to show how thoroughly America is training its workers and how splendidly they are equipped.







Top Left: First-aid unit equipped with artificial respiration apparatus ; *Right:* One of New York's rescue service vehicles ; *Middle ; Left:* Warden carrying portable radio telephone ; *Centre:* Emergency Medical Corps officer with members of Volunteer Nurses' Aide Corps ; *Right:* Realistic training for fire guards ; *Bottom, Left:* Some of the equipment of the rescue service vehicle shown above, including outlet junction through which electricity can be supplied from the vehicle over a wide area, floodlights, fire fighting and anti-gas equipment, power drills and saws, acetylene burning outfit, and field telephones ; *Right:* Auxiliary firemen with trailer pumps drawn by taxi-cabs.

NATIONALISE HEALTH SERVICES!

From A. J. MORTIMER, Brighton

I READ with great interest Mr. Norman Wilson's article, "National Interest Demands a National Health Service" in the March journal because the need for some form of nationalisation has long been obvious to me. It was disappointing, therefore, to find that the writer proposed a complicated mixture of regionalisation and nationalisation.

Mr. Wilson suggests that the health services are divided into two categories: Those concerned with environmental hygiene (disposal of refuse and sewage, prohibition of nuisances); and those concerned at first hand with the health of the individual (maternity and child welfare, school medical inspection). While it is true that one can group the work under these two main headings, it is well to bear in mind that the services include such matters as the supervision of meat, milk, and other food supplies, slum clearance and rehousing, and a vast amount of preventive work which goes on so that epidemics may not gain a hold. Mr. Wilson suggests that these might remain under the authorities now responsible for them. I consider it imperative that they should not, mainly because the official administering them should be entirely independent of the citizens amongst whom he is working. This becomes clear when one considers, for example, that a sanitary inspector may have to consider prosecuting the chairman of the local council, who in private life may be the biggest dairyman in the town.

The main reason for nationalisation suggested in the article was lack of uniformity, but the lack of independence of the official is nearly as important, and it is a real problem in the small urban district. There is also the question of unequal distribution of staff. The county borough is usually able adequately to provide for itself, but at the other end of the scale the rural authority is almost invariably understaffed. This, of course, is a question of finance. The need for health services varies inversely to the rate yield, with the result that those who require the services do not get them, whilst those whose need is not so great are catered for liberally.

By now Mr. Wilson is probably convinced that I am arguing his case for him. My arguments show the need for some degree of nationalisation, but not in the form he suggests. Let us start with the advisory council. This is obviously a good idea, but its suggested make-up is much too academic. Time and again in this country we make the mistake of ensuring that the practical man shall have nothing to do with planning policy. He is the one who should do so, and many of our troubles and mistakes would be avoided if we remembered the fact. The advisory council should be formed from the most experienced men in each branch of the health service—medical officers of health, sanitary inspectors, housing inspectors, food inspectors—in short, the men who know and do the job. Representatives of medical associations, universities, scientific societies, etc., would be welcomed, but their proposals would be discussed in the light of practical experience.

Now for the Regional Commissioner, and his staff of medical, technical, nursing, and clerical officers. The present regional system is a wartime necessity to ensure the continuance of ordered government in a time of emergency. Has it made any great improvement otherwise which would justify its continuance in peace time? The main test of the usefulness of regional authority is how we would get along without it—leaving the war emergency out of the question. The answer is, very well indeed and certainly with greater speed.

Why should it be considered an improvement to create an entirely new staff of officials to supervise the officials? Under Mr. Wilson's scheme, the minor official would be responsible to his chief, the chief official to a regional official, the regional official to the Regional Commissioner, and the Regional Commissioner to Parliament, with the advisory council providing a chorus in the background. Such an organisation is a marvel of circumlocution and means delay and obstruction. If the official in charge of the work is competent, then he has no need of regional supervision. If he is incompetent, then he should not be there.

Since I do not wish to indulge in merely destructive criticism, here are some suggestions to remove the evils of the present system and to secure uniformity in the health services.

1. Nationalisation of staff, to give the officer independence from any member of the local community.
2. The policy of the advisory council, made up as suggested above, to be applied locally by the authority, which would be advised by its officials.
3. The appointment of adequate staffs on equal conditions of salary and service, for all types of authority, these appointments being made, of course, by the central authority.

Finally, and most important of all, comes the question of finance. It should be possible to assist the poorer authority to maintain its standard, either by a system of grants, or even by financing the service entirely from national revenue which, after all, is only extending the system of grants. It would, of course, be open to a wealthy authority to spend additional sums out of the rates on special services, and thus progress would be maintained. In any case, I am convinced that some form of nationalisation will come, and that a far more efficient health service will be the result.

RECONSTRUCTORS' FORUM

Owing to shortage of space, further articles in the "Plan for Tomorrow" series are held over this month, but on this page and the next is published a selection of readers' own contributions to the debate on reconstruction.

TWO SIMPLE RATING REFORMS

From a Borough Treasurer

RATING reforms and substitutes have been advocated during the last few months, and some criticisms of them have appeared in LOCAL GOVERNMENT SERVICE. I shall here avoid the ground already trod and confine my comments to another alternative—the substitution of capital values for annual values as the basis of assessment—and to outlining a further reform, a scheme for the equalisation of rates throughout the country.

The lure of a low poundage rate has long been, and still is, prevalent. That shows the lack of understanding of rating, since it is the amount of rates which the ratepayer has to pay that really matters.

Carried a stage further, one reaches the condition under which the capital value of properties is used for rating instead of the annual value. Thus one reads of rates at 4d., 6d. and 8d. in the £, as in South Africa.

An eightpenny rate in Johannesburg sounds alluring when compared with the figure in an English town of somewhat similar population, say, Liverpool. From some rough, but scientifically based, calculations in reference to this and other British towns it seems that in all cases the levy of a rate so high (or low) as eightpence would produce much more money than is necessary.

Superficial comparisons of alternative rate poundages, different bases of assessment, and new methods of financing local authorities can be and usually are fallacious.

This makes one feel that the rating system now in force, modified in certain respects to meet newer circumstances and compulsorily carried out as it should be on a uniform basis—not according to the ideas of a thousand different authorities—if not ideal, at least merits retention until something better and really appropriate has been found.

A suggested measure of amendment of the present system is the introduction of a scheme for the equalisation of the burden on ratepayers, so that it does not matter, from a rates standpoint, where a ratepayer's residence or business premises are.

As much as three-quarters of the disbursements of local authorities are in respect of work is that national in character. Therefore an excellent case can be made out for aggregating the expenditure over the whole country and raising a uniform rate throughout.

Those interested in the problem should take their own rate demand notes and examine the backs, whereon are indicated the main items making up the total rate. The following figures (except those in the third column, which are my own) have been extracted from a recent rate demand:

Service.	Proportion of Rate.	"National." Proportion.
	s. d.	s. d.
Civil Defence	— 8½	— 8½
Cleansing Streets and Refuse Disposal	— 10	— 2
Courts of Law	— ½	— ½
Education (Higher and Elementary)	2 4	2 4
Highways, Roads and Bridges	1 3	— 10
Housing Schemes	2 2	— 2
Parks and Open Spaces	— 8	— 1
Police	— 7	— 7
Pubic Assistance	2 1	2 1
Public Health and Hospitals	2 —	2 —
Sewerage	1 3	— 1
Other Services	1 3	— —
	13 2	10 —

Industry ordinarily moves to where those who control it think best. The proprietors consider the advantages to be obtained from local authorities at least cost to themselves. A business is not established to benefit the town in which it is placed, although the local authority must develop the area largely because of the immigration of both the business and its employees. Seldom does the amount of rates paid equal the annual cost of the services provided, and certainly not where the factories, etc., are de-rated, that is, where they pay at a quarter only of the normal figure.

I suggest that all rateable hereditaments be classified having regard to location and amenities. A basis of valuation that would be uniform according to categories should be compiled and instituted. Valuing would be effected by or subject to the supervision of a central body.

From returns to a central office, the country's aggregate rateable value would be ascertained and a uniform rate poundage determined. This figure would be levied by each local authority, together with its purely local requirements (i.e. the non-national part of its total expenditure). In some cases too much, in others too little, would be raised, in respect of the national portion. Excesses would be remitted to or by these authorities via the central fund, or probably the adjustments would be effected by additions to or deductions from Government grants to local authorities.

A scheme of the type here indicated could do much to secure uniformity in local rates.

HOW TO GET BETTER COUNCILLORS

From J. KILGOUR GRANT, Deputy City Engineer, Chester

MR. DODD'S article, "Is the Local Authority Efficient?" in the February journal presents a comprehensive view with much of which I agree, especially the first paragraph under the subheading, "Councillors' real functions." But who are the people who have contributed so much to the filling up of agendas with trifling administrative items? They are the officials themselves, and especially clerks to councils, who insist on so many matters of detail being brought to the notice of committees; just the sort of thing the little business man likes to discuss for hours. Then again, we have too many of the "consult my chairman" officer who won't do things "off his own bat," with the result that another unimportant matter goes on the good old agenda. In big business (and surely local government comes under this category) this system wouldn't work; boards of directors don't expect the managing director to discuss with them much outside policy.

And now, briefly, to the remedies for improving representation. An educated electorate would see that competent councillors were elected, but at the present rate of progression in even elementary education it would take a few generations to educate the public in local government. In the meantime, local government must go on, but on present-day methods it would soon die of anaemia.

One of the curses of local government representation is the close connection between it and party politics. A candidate for "local honours" is usually sponsored by a political party. That experience does not seem to me to provide an apprenticeship for local administration. Local government should, therefore, be divorced from political influence. Nominations for candidature could be made at annual ward meetings of the electorate convened in each town by the clerk to the council and, following the usual practice, the consent for nomination of each candidate would have to be produced to the meeting. In this way, people who have no deep interest in any political party, but are otherwise mentally equipped, would have an opportunity to come forward as councillors.

But business men of administrative ability will not take on these onerous duties if their time is to be taken up with insignificant matters which should and could be dealt with by executive officers. This demands, therefore, that the latter must be competent officials and the corollary to that is that small urban and rural authorities which cannot offer attractive salaries for men (or women) of ability must be dispensed with.

I should like to enlarge further on this subject, but the need for economy in paper forbids!

GIVE THE OFFICER MORE AUTHORITY

From A. P. PIGGOTT, Stoke Newington

ALTHOUGH many thinkers have a clear picture in their minds of the Utopian local government they desire in the future, it seems to me that we should carefully examine our present system and seek to diagnose the causes of our failures. As in medicine, so in local government—eliminate the causes of disease and, provided the stock is right, a healthy race should ensue.

Many writers have instanced permissive legislation combined with either an unwillingness to spend or an inability to pay, as a cause of the varying standards of efficiency or otherwise among local authorities. But is the position any better where legislation is not permissive? For example, we have had Public Health Acts since 1875, yet 65 years later we have a terrible slum problem. In my opinion, it is because of these acts, and not in spite of them, that we have slums to-day.

A sanitary inspector has no real power apart from the support he has a right to expect from the magistrate—and how often has the spirit of the keen inspector been crushed by a nominal fine or a curt dismissal? Enforcing Acts of Parliament is hard enough, but what sympathy or encouragement do we get when we endeavour to maintain a reasonably high standard of workmanship by the enforcement of bye-laws? I remember I was once scoffed at by a stipendiary for seeking to enforce caulked lead joints in a soil stack instead of putty and a skim of cement.

Another cause of trouble is the imperfect draftsmanship of some of our legislation. A recent instance is the Landlord and Tenant (War Damage) (Amendment) Act, 1941. This amending act was evidently introduced to afford relief to weekly wage earners occupying war damaged property on short tenancies. Yet it would appear that if the landlord "sits tight" and neglects to apply for a certificate of fitness, the tenant is deprived of his right to apply for a certificate revoking the original certificate of fitness and to obtain redress he is forced to resort to the tedious, time-wasting, expensive and often unsatisfactory process of a court action—a course which the act appears to wish to avoid.

In a democracy, private rights must be safeguarded, but too often it is established that a person, honest in the sight of the law, is not always an honest man by most people's standards—and somehow he seems to get away with it every time.

I suggest that in the post-war era, what is most wanted is a "change of heart," all round.

WE MUST EDUCATE THE ELECTORATE

From D. E. GLOYNS, former secretary, Surrey C.C. branch

WHILST home on leave I read with great interest the article by Mr. Dodd. In my view, he has hit the nail right on the head. The fundamental trouble is public apathy—not only towards local but also towards national government. The mediocre to poor governments, both local and national, which this country had before the war, were the fault of the people. An average of about 35 per cent. voted at local elections and about 55 per cent. at national elections. It is often found that those who complain most bitterly about defects in our governments never even took the trouble to vote.

The education of the electorate should begin in schools. N A L G O's public relations policy must be developed more fully and be in the forefront of all its activities. Councillors and prospective M.P.s should pass some sort of examination before nomination, and lack of finance should be no bar against a candidate. We need the best brains "on tap," provided voluntarily and from a disinterested viewpoint.

I am glad to note that a higher subscription rate is being recommended for N A L G O members. The present niggardly subscription is inadequate for a wholesome and flourishing trade union. As a former hon. secretary of a large county branch, I can say emphatically that N A L G O desperately needs a bigger and better central and divisional organisation to back up the huge amount of voluntary work done in branches. When this is provided, the Association will make great strides forward.

DIPLOMA IN PUBLIC ADMINISTRATION

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How YOU Can Help the Reconstru

THE NALGO Reconstruction Committee which, for some months past, has been considering the problem of the areas and functions of local authorities, has now reached a stage at which it can seek the advice and assistance of NALGO branches and individual members, and also of the sectional and professional societies associated with local government.

As a first step, the committee has prepared two questionnaires designed to elicit the views of local government officers upon some of the fundamental problems which have to be considered. The questionnaires are printed below.

The first, addressed to branches, deals with the problems under review in general terms, while the second, addressed to sectional and professional societies, deals with the same problems from the point of view of the particular services in which the societies are professionally interested.

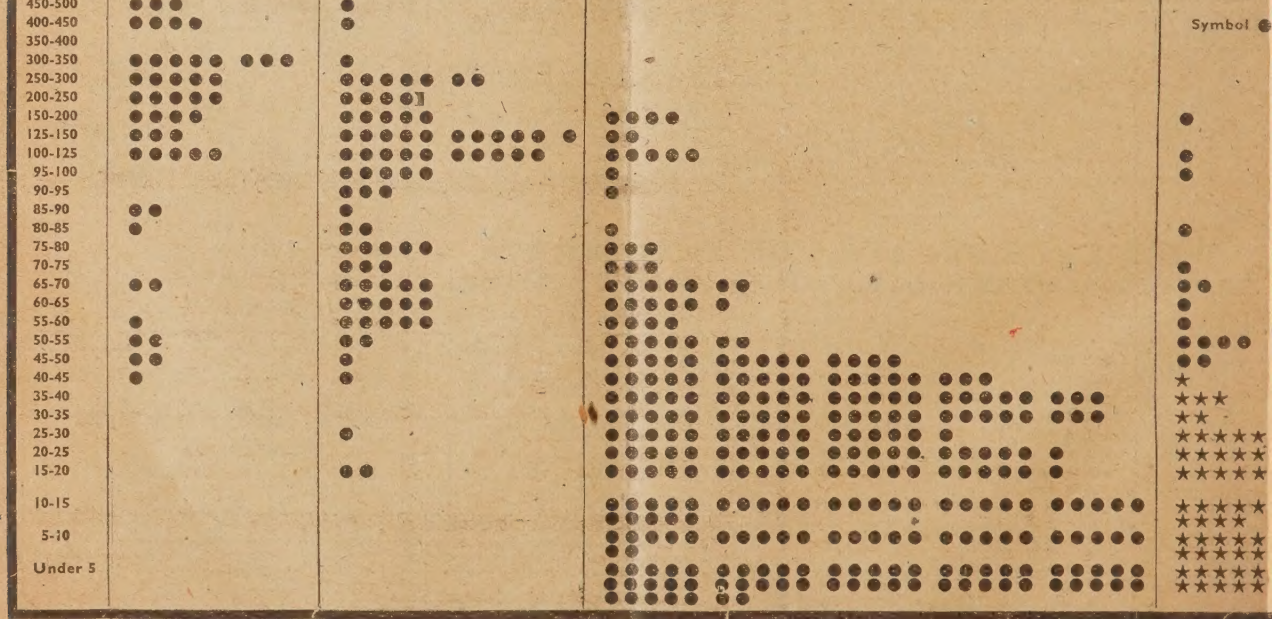
While these questionnaires have been sent only to those branches and societies which have expressed their willingness to co-operate, the committee is anxious to obtain the widest possible range of opinion throughout the service, and will, therefore, be glad to receive the views of any other branches or of individual officers or groups of officers.

It should be emphasized that the questions are not intended to be exhaustive, and if members, branches, or societies wish to submit facts, opinions, or proposals bearing upon the types, areas, and functions of local authorities which are not covered by the questions, the committee will be glad to receive them.

To assist members in their consideration of these questions, we publish on this page two tables illustrating one aspect of the present organisation of local government. The table below analyses local authorities in England and Wales according to the populations they serve. The table to the right presents a similar picture in a different way, showing how the population is grouped under the four types of local authority, and how many authorities serve each group of the population. In the preparation of this table the authorities in the London Civil Defence Region have been excluded, since it is felt that, whatever changes are made in local government as a whole, London will have to be dealt with on a different footing, and the inclusion of the Metropolitan area would, therefore, tend to falsify the national picture.

QUESTIONNAIRE TO BRANCHES

1. What do you consider to be the principal factors which, under the present system of local government, militate against:
   (a) The efficient performance by all local authorities of their existing services;
   (b) the attainment by all local authorities of an equal high standard of service;
   (c) adequate representation and satisfaction of local needs; and
   (d) full democratic control of local government policy?
2. In any scheme for local government reconstruction, how many and what types of local authority do you consider to be necessary to ensure:
   (a) efficient and economical administration;
   (b) the fullest practicable range and highest attainable standard of service in each administrative area?
3. What should be the relationship, financial and administrative, between the several types of authority suggested?
4. What do you regard as the most suitable size (population and area) for each type of authority (state minimum and maximum figures)?
5. How would you propose that the governing body of each type of authority should be constituted and by what system of election (direct or indirect, or both)?
6. What services should each of the suggested types of authority control?
7. Do you consider that the types of local authority you have suggested would be able to conform satisfactorily to a policy of broad planning for the country as a whole, or for a particular regional area? If not, how would you suggest that the requirements of a national planning policy could most adequately be attained?
8. Do you consider that a single type of all-purpose local authority, equipped with full powers and embracing both urban and rural areas, with some system of district committees to represent the special interests of particular sections of the area, would provide efficient administration and services adapted to local needs? If so, what do you consider to be the most suitable size (state maximum and minimum area and population) for such an authority?
9. Do you consider that there is need for some other type of authority (e.g. regional authority, ad hoc authority, or joint board) to control



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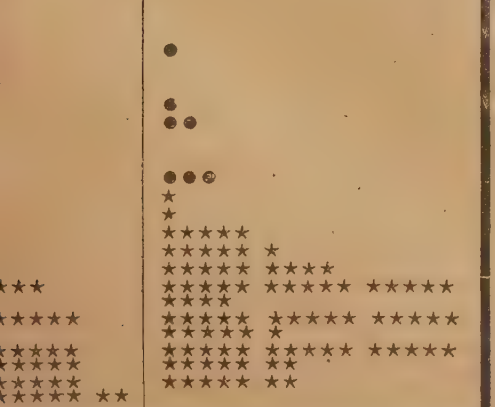
6. Do you consider that there is a minimum area or population below which the efficient and economic provision of the service in which your society is professionally interested becomes impracticable by reason of inadequate financial resources, uneconomic overhead costs for services or plant, or the impossibility of securing and fully employing adequate staff with the necessary degree of specialisation? If so, what is this minimum?
7. Do you consider that there is a maximum area or population above which efficient and economic provision of the service in which your society is professionally interested becomes impracticable, by reason of complexity of organisation, limitations to the operation of the law of increasing return, or other factors. If so, what do you regard as this maximum?
8. Do you consider that the creation of a single type of local authority, possessed of all local government powers and embracing both urban and rural areas, with some form of district committee machinery to ensure representation for particular local interests, would contribute to the more efficient provision of the service?
9. Do you consider that some form of regional authority would contribute to the more efficient performance of the service? If so, what powers and functions do you suggest that it should have?

...ICTS | RURAL DISTRICTS

...O MANY SMALL AUTHORITIES?

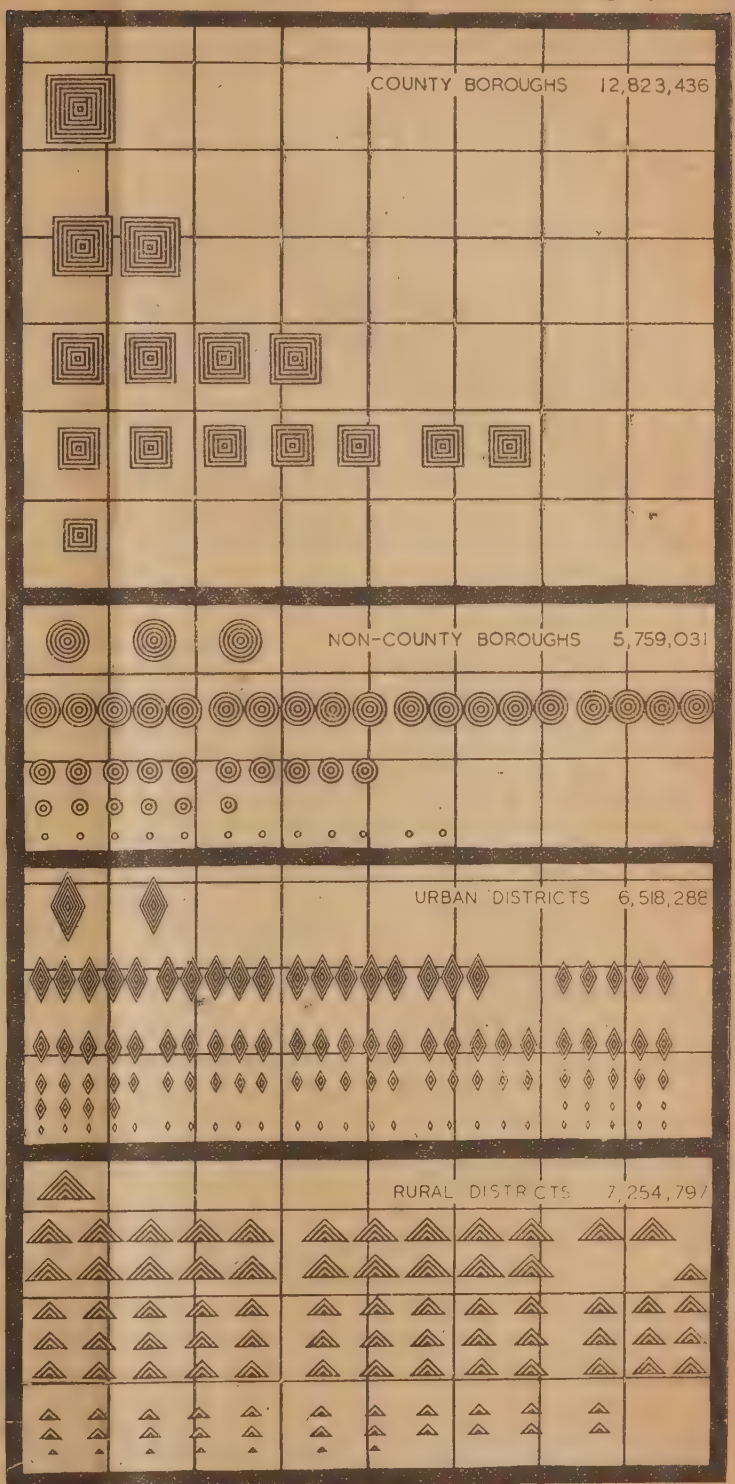
...the distribution of local authorities in ... according to the populations they serve. ...ny in the smaller population ranges that ... representing five authorities, is required ...e table into the space available.

... authority. Symbol ★ represents five authorities.



LOCAL GOVERNMENT STRUCTURE

(England and Wales, excluding London C.D. Region)



Each symbol represents five local authorities. Total populations served by each type of authority are indicated by the area of the diagram in which each square represents 250,000 people. Populations of authorities are indicated by the sizes of the symbols on the following scale:

1 line—below 5,000; 2 lines—5,000-10,000; 3 lines—10,000-20,000; 4 lines—20,000-50,000; 5 lines—50,000-100,000; 6 lines—100,000-200-000; 7 lines—200,000-500,000; 8 lines—over 500,000

ARE WE INHUMAN?
Cutting the Red Tape

MR. Bristow's reply, to my letter in the January journal and Mr. Cook's comments on it, both printed in your March number, were very welcome to me.

I bow to Mr. Bristow's reproof that money is of little use to-day without ration books, at any rate to the majority of the population who cannot afford black-market goods. Nevertheless, so long as rationed food can be obtained in restaurants, canteens, etc., without surrender of coupons, a pound or two would be of some use to the inner man for a week or so until new ration books could be provided.

He says that "mobile unit" conveys more to the mind than "motor van." I presume he means the municipal mind. It is certainly true in the sense that, being a vague term, "mobile unit" can mean almost anything, from a first-aid van to a number of soldiers on motor cycles, and thus conveys "more." But is it desirable to refer to the particular by a general term?

Mr. Cook denies that the local government officer's job tends to make him lose his grip on reality. What I said in my letter was, of course, a generalisation, and like all generalisations, it admits of exceptions. I still contend, that it is a generalisation that applies to the majority. It is true that, under the stress of the last two years, that majority is happily becoming smaller, especially in the areas that have suffered most.

Mr. Cook's suggestion that if I feel that there is any danger of my getting into this state I should leave the service at once shows a certain lack of psychological insight. Those who have got into this state are the last who are likely to realise it, and will carry on trying to make people fit their forms, instead of vice versa.

He says that if I had to minister to bombed and homeless people the morning after a raid, with only money and clothing, I would soon be glad of a few ration books, appropriate forms, etc. I agree that this is, in present circumstances, unfortunately true. The fact that it is so true, however, once again only bears out my contention, or rather suggestion, that we have so lost touch with reality that we cannot do anything without the aid of a spate of circulars and a farrago of forms. In other words, the whole structure is so lashed together with red tape that if we cut the tape it is liable to fall to bits. But if we can cut the red tape piece by piece, we can try to grout the structure as we go. If, in spite of our efforts, it disintegrates, for the sake of all that is worth while in our civilisation let us put up a new structure.

RED TAPE WORM.

A UNITED NALGO
"Take in Sectional Societies"

AFTER hearing the discussion of a district committee on the "Blueprint for a Stronger NALGO," I realised that to make NALGO strong as an association of repute and not merely from the number of its members, it is necessary to have the fullest *co-operation* of *all* officials.

Now, if NALGO means to embrace *all* officers, it requires that *all* officers take that interest in and give that help to the members which is necessary. But I contend that the chief officers place their own particular association before NALGO. Obviously, a *National Association* of Local Government Officers is essential if there is to be strength. Unity gives strength, but it must be unity in the first degree, not an association after other interests are settled.

I suggest, therefore, that NALGO take immediate, definite, and courageous steps to form a grand combination of all associations or institutions established for, or on behalf of, any and all sections of local government officers, and amend, deduct from, or add to, its rules and constitution as may be necessary to embody these associations or institutions and cater for their requirements.

Barnstaple. WILFRID WHITFIELD.

THE "TEMPORARIES'" FEAR
Can NALGO Help Remove It?

MANY temporary officers who are slow to appreciate what may be described as the intangible benefits of NALGO membership might respond to some more solid proposition.

Foremost in their minds is what is to be their position after the war, faced, as no doubt many will be, with the need to find a new source of livelihood at short notice. Some additional financial backing would go far to alleviate anxiety and tide over a possible precarious interval. To meet this situation, I suggest that NALGO might investigate the possibilities of some scheme of supplementary unemployment benefit.

Such a scheme already operates successfully in the commercial sphere. It is based on a monthly subscription at the rate of 8d. per share, payable in advance, and entitling the subscriber, after twelve months' contributions, to weekly benefit at the rate of 10s. per share for thirteen weeks in the event of genuine unemployment, with a further limited period of benefit at a lower rate.

Details would need hammering out, and it seems probable that the success of such a scheme would largely depend upon the extent of contributory support it would be likely to receive from members who would normally not expect to become beneficiaries by reason of unemployment. Would it work?

EXECUTIVE.

READERS' FORUM

Letters for the May number must reach the editor, 192, Edgwarebury Lane, Edgware, Middlesex, by April 18.

WHY NOT PLAIN ENGLISH?
"Business" to Blame

YOUR February editorial mentioned, among other important matters, the need for "plain English" in everyday speech and correspondence. This has long been a sore point with those of us who writhe inwardly at the sight of "I beg to acknowledge receipt of your favour of the 31st ult.," and I feel sure that my fellow-purists will be as grateful as I for your mentioning the matter.

Nevertheless, your words will fall upon deaf ears. A glance through any of the text-books in use at various business colleges will reveal that the luckless wights who use them inevitably acquire a style which, so far from being plain, is almost unintelligible when analysed. To remonstrate with these "business-trained" people is useless, for they look upon their critics as conceited pedants. To appeal to them through LOCAL GOVERNMENT SERVICE is equally useless, for they have been taught that their style is that used in "business," and as everyone knows, "business" is the last word in efficiency and clarity of expression.

I fear that, until people begin to realise that it is their duty to use and not misuse their language, little can be done to remedy the position, particularly since most chief officers seem to prefer meaningless jargon to plain speech.

HASSOCK—R.A.F.

IS NALGO SELF-SEEKING?
A Reply to "Realist"

IN the professional and commercial worlds it is found that a poor standard of living provided by employers inevitably results in indifferent and often bad service. This is the case, too, with local authorities, which are expected to provide for their citizens standards in employees which have no comparison with other walks of life.

NALGO functions to plead that as the labourer is worthy of his hire he should be worthily recompensed. Time was when this was not so and local government employees had to go individually cap in hand to employers. So had bricklayers, commercial clerks, dockers, electricians, plumbers, and hosts of other workers who now have their own trades unions. What then is the difference? We are all in the same boat.

Many spectators on a football ground criticise the play, never having themselves kicked a football in their lives. "Realist," before entering our honourable service might have been in the fortunate position of not having need of a trade union. But whether the need arises or not, by joining NALGO he would benefit himself and his colleagues and, maybe, receive some surprising light on this subject.

Lambeth. W. G. S. JONES.

LET US BUILD INTERNATIONALLY
A Signpost to Peace

MAY I express my thanks for the stimulating article by H. W. Williams printed under the above heading in the March journal?

There must be many members of NALGO thinking along similar lines to your contributor in the firm belief that not until the narrow boundaries of nationalism are swept away can the horror of war ever be less than a perpetual shadow haunting our children's future.

When the term "neighbour" is applied to *all* humanity, irrespective of class, creed, or colour, then we may hope to see the first glimmering light of civilization. Meanwhile, we must endure patiently the darkest hour before the glorious dawn ushers in a spirit of that goodwill so essential to a true peace.

Hammersmith. W. H. BURNETT.

MONEY FOR THE B. & O. FUND
One Branch's Achievement

I AM more than pleased to note the growing tendency for more support to the Benevolent and Orphan Fund.

When this war is over, we shall undoubtedly be called upon to assist the dependants of many of our colleagues and it will be too late then to start raising funds.

What can be done has been well illustrated by the secretary of the Walthamstow Fund, Mr. A. H. J. Stimpson.

In the Christmas Draw for 1939, £49 14s. 7½d. was subscribed. The Derby and Christmas 1940 produced £65 15s. 11d., whilst 1941 raised £118 15s. 6d., in addition to £25 subscribed out of the general funds of the branch, and plans are already laid to raise still more in 1942.

What about it, secretaries? Why depend merely on subscriptions?

Walthamstow. E. BELL.

HOSPITALITY FOR WARRIORS
Reasons for Poor Response

I THINK the reason more hospitality is not being offered is because most officials, who are practically on a pre-war salary and much worse off, cannot afford to do so. Many of them are ex-warriors like myself who have collected a family since the last disturbance and find it difficult to balance the budget. I am still hoping that we shall be having a bonus more in keeping with the increase in the cost of living, and having some regard to the size of the family. If that were done, I am sure that more hospitality would be forthcoming.

EX-WARRIOR

Happily, the response is improving, as this month's list on page 86 *shows.*

MUNICIPAL SALARIES
Comparison with Teachers

I HAVE seen the letter from the disgruntled "Aberdeen Technical Officer" in regard to the salaries paid to technical officers in Aberdeen.

The scale provides £120 or £135 at 23, but teachers get £250. The teachers have a better union! As a non-member of NALGO, but a technical officer, how can I join the teachers' union?

ANOTHER A. T. O.

FIRE PREVENTION (BUSINESS PREMISES) (No. 2) ORDER, 1941

Reimbursement of Subsistence Allowances to Occupiers

WE have supplies of forms which make provision for parts 1 and 2 of Home Security Circular No. 255/1941, supplementary to the above Order.

Patterns are also available for Home Security Circular No. 256 1941 covering allowances for Civil Defence Workers.

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NALGO ROLL OF HONOUR

Military

KILLED

***Batchelor, Sgt. Obs. C. R.**, R.A.F., 23, clerk's dept., South Shields.

***Booth, H.**, Billingham. Killed when H.M.S. Kelly was sunk.

Brockbank, Bdr. R., R.A., surveyors dept., Workington. Killed in action, Middle East.

Drayton, L/A.C. D. A., R.A.F., local taxation dept., Middlesex. Killed in flying accident.

Holliday, Gnr. T., R.A., treasurer's dept., Workington. Killed in action, Middle East.

Jenkins, Flt. Sgt. B. L., R.A.F., surveyor's dept., Berkshire C.C. Died after flying accident in Libya.

McPherson, Sgt. Obs. J. Q., R.A.F., Northumberland C.C. Killed in flying accident.

O'Connor, Sgt. Pilot J. H., R.A.F., 20, clerk's dept., Guildford. Killed on active service.

Parr, Sgt. Pilot W. W., R.A.F., cleansing dept., Wembley. He was a famous English amateur outside-left, gaining ten amateur caps.

Patrick, Cpl. B. L., Royal Tank Regt., education accounts dept., Liverpool. Killed in action.

Ray, Pilot Off. R. A., R.A.F., local taxation dept., Middlesex C.C. Killed in flying accident during training.

Sant, Capt. W. B., R.T.R., 28, finance dept., Middlesex C.C. Died of wounds, Middle East.

***Snutch, Sgt. E. E.**, R.A.F., public assistance dept., Leicester. Presumed killed.

Taylor, Sgt. Pilot J., R.A.F., electricity dept., Wigan. Died on active service.

Wakeford, Sgt. A/Gnr., R.A.F., London and Home Counties Joint Electricity Authority.

White, Sgt. Air Gnr. G., R.A.F., county accountant's dept., Durham.

Williamson, R., R.N., 27, inspector of weights and measures, Barnsley. Presumed killed.

Wood, Sgt. R. C., R.A.F., lighting dept., Liverpool. Killed in action.

MISSING

Bain, Gnr. R. H., R.A., rent collecting dept., Stirling C.C. Missing in Middle East.

Bramhall, Sgt. Pilot R., R.A.F.V.R., clerk's dept., Warrington. Missing from flight over Germany.

Coakley, Sgt. Obs. F., R.A.F.V.R., treasurer's dept., Warrington.

Davies, Pilot Off. N. E., R.A.F., Chester.

Ferguson, L/A.C. D. A., R.A.F., finance dept., Middlesex.

Gray, Major J. D. A., R.A.M.C., Central Middlesex County Hospital. Missing at Hong Kong.

Harrop, Sgt. J., R.A.F., treasurer's dept., Oldham. Missing from operations with Coastal Command.

Holman, Sgt. Pilot N., R.A.F., rating dept., Wisbech R.D.C. Missing, believed killed, whilst on operational duties as fighter pilot in Middle East.

Homan-Berry, L/Bdr. C. A., education dept., Middlesex.

Mathias, Sub-Lt. F. G., Fleet Air Arm, education dept., Pembrokeshire. Missing on operations.

Oxton, 2nd Lt. W. E., R.A., education dept., Liverpool. Missing in Libya.

Pacey, Sgt. C. A., R.A.F., clerk's dept., Tamworth. Missing in Middle East.

Slade, Pte. A. J., The Buffs, West Middlesex Main Drainage dept.

Ward, 2nd Lt. K. W., treasurer's dept., Nottingham. Missing in Malaya.

York, Sgt. Air Gnr. M., R.A.F., county accountant's dept., Durham.

PRISONERS OF WAR

Archer, Bdr. F., H.A.C., general manager's dept., Bermondsey. Captured in Libya.

Buckingham, Sgt. R., R.A.F., clerk's dept., Richmond (Surrey).

Debenham, Gnr. F. H., R.A., treasurer's dept., Hastings. Captured in Libya.

Jepps, L/Cpl. L.A., Q.V.R., London and Home Counties Joint Electricity Authority.

Johnson, L/Bdr. J.F., engineer's dept., Richmond (Surrey).

Kearsley, L/Cpl. W., R.A.S.C., 26, internal audit clerk, Ormskirk. Captured in Middle East.

Langley, 2nd Lt., C. W. J., Royal Northumberland Fusiliers, town clerk's dept., Southall. Prisoner in Italy.

Motton, H. G., electricity dept., Exeter. Captured in Crete.

FREED !

Amid the melancholy toll of NALGO members killed, missing, and prisoners of war, it gives us particular pleasure to announce that one more—the second so far recorded—has escaped from enemy hands. He is **L/A.C. Robson,** *of the North Riding branch: Captured during the Libya fighting, he was liberated when the Imperial Forces recaptured Halfaya. May we soon record the freeing of many more prisoners!*

Phillips, Flt. Lt. R. M., R.A.F.V.R., valuation assistant, Exeter. Shot down in battle against Scharnhorst and Gneisenau.

Shearlaw, Cpl. A., R.A.M.C., assistant sanitary inspector, Greenock. Captured in Crete.

***Staite, L./Cpl. E.M.**, Cheltenham. Prisoner in Italy.

Williams, Gnr. E. R., R.H.A., city treasurer's dept., Liverpool.

**Previously reported missing.*

Civilian

KILLED

Robb, W., public assistance institution, Tynemouth. Killed whilst on duty in air raid.

AWARDS TO MEMBERS

D.F.C.

Bayley, Pilot Off. G. C., R.A.F.V.R., surveyor's dept., Broadstairs and St. Peters U.D.C.—for courage, skill, and determination in attacking Scharnhorst and Gneisenau at Brest and other operations.

D.F.M.

Caeser-Gordon, Flt.-Sgt. Angus, R.A.F., accountant's dept., Clacton—for devotion to duty and bombing operations.

Fletcher, Sgt. Pilot A., R.A.F., electricity dept., Rochdale—for distinguished service.

Coppleman, Flt. Sgt. W. H., R.A.F., treasurer's dept., Edmonton—for distinguished flying, having carried out over 200 hours operational flights over Germany and Italy.

D.S.M.

Holloway, R. L., R.N., H.M.S. Aurora, education office, Swindon—for gallantry, skill, and resolution in the brilliant night action south of Taranto, in which the Royal Navy, fighting against odds, yet without loss to itself, destroyed ten enemy supply ships, sank one enemy destroyer, and badly damaged at least one other destroyer.

GEORGE MEDAL

L/A.C. Kenneth Bland, treasurer's dept., Keighley. Details of this award were published in the February journal, but the name was incorrectly reported as **Kenneth Beard.**

M.B.E.

Lt. F. Lawrence West, R.N.V.R.; A.R.P. office, Cheshunt. Lt. West was on board a British ship, torpedoed by a German armed merchant cruiser off the coast of Africa. He took charge of a boat containing 82 men, and with little food and water and no instruments save a pocket compass, set course for Brazil. Despite appalling hardships, he safely completed the voyage in 23 days, although only 38 of the original complement survived.

HOSPITALITY FOR WARRIORS

Many more branches have responded to recent appeals to offer hospitality to their colleagues in the Forces, and the list is now a long one. But many areas are still not represented, and we shall be happy to make it longer still.

BRANCHES

Ashton-under-Lyne.—W. B. BRADLEY, electricity works (use of Waterworks Social Club offered).

Aylesbury.—Bucks county NALGO Sports and Social Club. Indoor winter games and summer sports.—G. A. MELLOR, County Hall.

Barking.—R. A. BROWN, Town Hall Annexe.

Basingstoke.—Miss E. J. SMITHERS, Municipal buildings.

Blackburn NALGO Sports and Social Club.—J. COX, 42, Victoria Street.

Burnley.—Greenhill Club, 163a, Manchester Road (billiards, bowls, cards, darts).—J. M. HOLT, Education Offices, Manchester Road.

Cambridgeshire.—LEO MASON, Shire Hall.

Canterbury.—J. E. NEWPORT, Municipal Buildings, Dane John (Canterbury 2826).

Chelmsford.—L. E. INNES, Essex Rivers Catchment Board, Essex Rivers House, Springfield Road.

Cheshire County.—H. JONES, 47, Walter St., Chester.

Clacton-on-Sea.—Staff social, with table-tennis, etc., each Thursday evening, Town Hall.—Miss CROXFORD, Town Hall.

Croydon.—L. J. BOWERS, Education Office, Katharine Street (CROydon 4433, Ext. 210).

Dudley, Worcs.—S. N. COLYER, Sedgley Emergency Hospital, Burton Road (Dudley 2243).

Erith.—D. H. E. HOCKLEY, Council Offices.

Gillingham.—H. KING, Municipal Buildings.

Grimsby.—J. W. L. BUXTON, Borough Treasurer's Dept., Municipal Buildings, Town Hall Square (Grimsby 55141).

Hinckley, Leicestershire.—J. G. S. TOMKINS, 16, Station Road.

Hornchurch.—D. H. ELLIS, Council Offices, Billet Lane (Hornchurch 3434).

Ipswich.—Miss E. M. EDE, Public Assistance Dept., Tower Street.

Isle of Wight.—S. H. MATTHEWS, County Hall, Newport, I.O.W.

Leicester.—J. HILL, City Water Offices, Bowling Green Street.

Lincoln.—Lindsey County officers hold a monthly social. Particulars from secretary, NALGO, County Offices.

Liverpool.—W. HART, 22, Duchy Chambers, Sir Thomas Street (Bank 487).

Morley (Leeds).—A. R. JOLLEY, Borough Engineer's Office, Town Hall.

Newcastle-upon-Tyne.—V. GRAINGER, Town Hall.

Orpington.—R. H. JORDAN, Council Offices, 46, Bark Hart Road, or (home) 255, Court Road.

Paddington.—Bowling and Sports Club, Castellain Road, Maida Vale (bowling, tennis, table-tennis, billiards, darts, cards).—T. F. DUNNING, Town Hall (PADdington 7672).

Penarth, Glam.—J. THOMAS, 19, Albert Road.

Rochdale.—Municipal Officers' Club, Toad Lane, (billiards, table-tennis, darts, cards, and bar).—J. H. LEVER, Town Hall, Rochdale (Rochdale 3181).

Scunthorpe.—W. H. KENDALL, Civil Defence Headquarters, Comforts Avenue.

Stoke-on-Trent.—T. W. POOLE, Town Clerk's Office, Town Hall (Stoke-on-Trent 48241).

Ware, Herts.—E. B. CULLIN, secretary, Herts A.R.P. Recorded Music Society, welcomes music-lovers to his home, 17, Jeffries Road, Ware, by appointment, and to meetings of the society, usually 3 p.m. first Sunday each month at The Priory, Ware.

Weymouth.—R. W. MILLER, Municipal Offices.

Wimbledon.—J. W. BABBS, Borough Engineer's Dept., Town Hall, S.W.19.

Wrexham.—H. BROOKFIELD, Borough Surveyor's Dept., 1, Grosvenor Road.

Yeovil.—Miss J. L. KEBBELL, B.A., Municipal Buildings.

PERSONAL.

Bromsgrove.—F. W. GOODMAN, The Pines, Stourbridge Road (secretary of Bromsgrove branch).

Cheadle Hulme, Cheshire.—J. DARRICOTTE, Grove House, Grove Lane (Bramhall 306), offers "meals, bath, bed, snooker, table tennis," etc., to members, who should write or phone first.

Harrogate.—L. DELLOW, 4, Woodside (Office, Harrogate 5031; home, 2808).

Scarborough.—H. WILSON, 32, Newlands Avenue.

South Shields.—J. Y. FAWCETT, "Earldene," 11, Windermere Crescent, Harton (South Shields 1000).

Stourbridge.—J. M. CLARK, Southgate, Norton Road, Stourbridge (Stourbridge 57175) (formerly a member of the Southgate branch).

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Bolton.—Mrs. IDA M. TAYLOR, Town Clerk's Office, Town Hall.

Derby.—Miss D. A. JONES, "Elmhurst," Lonsdale Place, Uttoxeter New Road.

Grantham.—Miss M. LYNN, Housing Supervisor, 36, Avenue Road.

Stoke-on-Trent.—T. W. POOLE, Town Clerk's Office, Town Hall (Stoke-on-Trent 48241).

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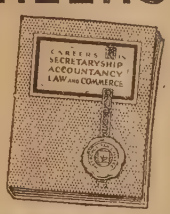

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Contemplating Conference

by JACKASS

IT is a priceless characteristic of the British race (I had almost written English when the image of an indignant Brodie rose before me) that it perceives by instinct dangers of which it is not consciously aware and, often without realising it has done so, strikes at them shrewdly and adequately at the right moment. An excellent example is the way in which that patient and sorely-tried individual, the British working man, has divined that, although every ounce of effort must be devoted to the conflict with those totalitarian states whose victory would rob him and his children's children of even a pretence of liberty, nevertheless prudence demands an occasional glance aside, and if necessary a salutary kick in the pants to those within the gate who, under the delusion that to do so hastens victory against the main enemy, try to sneak round to the rear and sabotage those same civil liberties, preservation of which is the only sane reason for fighting the war.

Not only has the ordinary man—the man like you and me, especially me—realised this; he has also shown a sound sense of strategical values in discriminating between those outer bastions which can, and perhaps in wartime must, be yielded without serious permanent harm, and the essential fortresses which must be held inviolate. Conscription for military or industrial service?—quite right! Almost penal taxation?—unpleasant but unavoidable! Rationing?—of course! Suspension of elections?—a bitter pill, but let it pass. Any attempt to prevent elected representatives criticising those in control, in Parliament or elsewhere?—no, no, a thousand times no!

Wherefore, let no man say that to hold a Conference is a little thing, or that time and energy are misapplied in preparing and attending it. It is a symbol and a sign, an assurance and a promise. And if Much Cowslip has its say, men will remember May 25 long after Hitler's grave is lost among the dandelions.

We have submitted forty-nine notices of motion for Conference. Originally there were forty-eight, but a hazy recollection that there were forty-nine Articles plus the conviction that if the seventh son of a seventh son has second-sight, forty-nine must have a mystic significance, caused us to add as a make-weight one of those innocuous but always hotly debated motions to substitute "and" for "or" in a stated line and on a stated page of the Annual Report, which nobody remembers to bring. It is possible that some of our routine favourites, including those regretting that the recommendations of the Hadow Committee have not yet been implemented, urging a strengthening of the Whitley system, and declaring that local government officers will never allow their Benevolent Fund to reach the financial position it has already reached, may be duplicated by other branches. Many, however, are of such a distinctive character that they are unlikely to be repeated.

Lack of space forbids a full review, but one or two must be mentioned: for instance, Postlebury's pair, designed to settle the affiliation issue once and for all. The first urges "that so long as Mr. Bevin remains a member of the Cabinet, it is N A L G O's duty to join with other organised workers by affiliation to the Trades Union Congress." The second equally emphatically insists "that so long as Mr. Churchill remains Premier, it is advisable to enter into the closest possible association with the Primrose League." Postlebury argues that those who vote against one will naturally vote for the other, so that a clear decision is inevitable except in the unlikely event of Conference splitting its vote equally. Some members of our executive who have for long advocated affiliation to the T.U.C. are now rather sorry they ever raised it. They fear the power of the Primrose League vote in N A L G O.

Equally significant is the Soviet tendency of Blatherpatch's popular motion "that in the opinion of this Conference all Chief Officers except Clerks to Rural District Councils should be liquidated and their duties undertaken by committees elected from those ladies and gentlemen engaged in the work of local government." Blatherpatch originally asked that they should be "liquidated and replaced by workers' Soviets," but in deference to our general dislike of being called workers he accepted Miss Legge's less homespun phrase. The saving clause about Clerks to Rural Districts had to be inserted, as our own Clerk is my co-delegate to Conference. Most of the Executive secretly hope that someone less handicapped will move an excluding amendment and carry it in face of my outwardly fierce resistance.

A notice of motion opening up an entirely new line of thought came from Sammy Scruffe, our new junior, who has already made himself thoroughly unpopular by his uncanny knack of noticing and pointing out defects in our rather archaic office systems, thus compelling

". . . all officers issued with sticks of dynamite and hand grenades . . ."

the Clerk to introduce innovations to prevent the possibility of mistakes which have never happened before, or, if they have happened, were efficiently buried. One of my colleagues, whose easy-going methods have been considerably altered, said with some emotion that parents who send their boys to night school have a lot to answer for, and one look at Sammy told me what he meant. This youthful ability to anticipate difficulties which everyone else is content to hope will never arise is reflected in his proposition, which reads "that an expert committee be appointed to examine the structure, functions, and development of local government under Nazi control, in the event of our losing the war, with particular regard to the possible effect on service conditions and salaries, and to make recommendations at the proper time and to the proper quarter if required." His argument that, however unlikely such a contingency might be, there ought to be a carefully prepared plan ready, was so logical that we felt bound to approve his motion, though we felt very Fifth Columnist in doing so. Personally, I feel that such a committee could hardly function efficiently unless Mr. Schickelgruber could be co-opted, and even were he invited it is difficult to see how he could spare the time to serve, bearing in mind the already considerable calls on his leisure. I also foresee that it would be difficult to find a negotiating section willing to approach with the necessary candour and fearlessness the Gauleiter in charge.

Another instance of the tendency to anticipate trouble before it arrives was Spongebag's motion demanding explicit instructions whether, in the event of invasion, "all services within the invaded area should be abandoned, and all offices, records, and plant destroyed, with a view to hampering the enemy by compelling him to reorganise and extemporise essential services: whether certain vital health services should be efficiently maintained, and if so which; or whether all services should be maintained to minimise the sufferings of the invaded population." This was approved only after some argument, many members feeling that in the event of an invasion most of us would be in too much of a hurry to bother about work. An amendment was added with acclamation urging that all local government offices should be converted into strong points, and all officers issued with sticks of dynamite and hand grenades for use in emergency.

There are many others, all interesting and provocative, but members must await with patience the publication of the agenda. We also are awaiting it with interest, not only to see what other branches are doing, but also because we wonder which prominent personality will be deputed to address us and tell us in one and the same speech that victory is certain and only a matter of time, that unless we sacrifice and save more we shall lose, that we must never doubt the result, and that we must never be complacent enough to think it is beyond doubt. Whoever he is, he will have quite enough to do.

Croydon's £44,000 for War Savings

We recorded briefly last month the magnificent achievement of the Croydon branch in raising, by its own efforts, over £44,000 for the borough's War Weapons Week. Here, LESLIE J. MOIR, the new branch secretary who, with R. E. WILLIAMS, the branch treasurer, organised the whole effort, describes how it was done. The branch's enthusiasm and enterprise will, we hope, encourage the emulation of others.

WHEN, towards the end of last year, we heard that Croydon was to have a Warship Week, we realised that, after the success of our efforts in War Weapons Week, 1941, we could not lag behind in 1942. For War Weapons Week we aimed at £1,000 and achieved £20,000. Feeling that we should strive to do at least as well again, we fixed our Warship Week goal at £20,000, although we could not see ourselves reaching more than half that figure. Realising that, to obtain more money, we should have to provide some inducement to extra saving, we hit on the idea of asking the staff to make handicraft articles and to give them away to purchasers of savings stamps and certificates.

Obtaining the use of the gas company's old showrooms and offices, we staged there a naval exhibition. In addition to the Admiralty exhibits and naval party, which is visiting various towns for Warships Weeks, we also secured the Ministry of War Transport's merchant navy life-saving exhibition, first shown at Charing Cross station, which is now also touring various towns, together with many models, photographs, and other items of interest from the Ministry of Information, the Port of London Authority, the Maritime Museum (Greenwich), the Norwegian Seamen's Mission, and—a very popular attraction—a revolving gun turret from Messrs. Nash and Thompson. The police, N.F.S., and civil defence services co-operated wholeheartedly and we received so many models, photographs, and other objects for exhibition that a large room had to be kept for them alone.

In the entrance hall of the showrooms we installed a National Savings selling kiosk, in the form of a ship's bridge, decorated with flags. Near it was a naval tableau—a model of a battleship at sea.

A poster competition (for professionals, amateurs, and schoolchildren) was organised and attracted hundreds of entries. Visitors to the exhibition judged these themselves on payment of a small fee, the proceeds being given in the form of savings certificates as prizes for the winning posters and to the visitors making the nearest correct forecast of the result. This competition, while not realising much money, was a good advertisement, all the children (who contributed most of the posters) bringing their parents and friends to see their work.

Films were shown several times a day, admission being by the purchase of a 6d. savings stamp, and proved very popular. We were fortunate in being able to show some of the most attractive of the Ministry of Information films.

We had been a little dubious about the success of the handicraft scheme, but a few days before the opening of the week articles rolled in by their hundreds and in the end several thousand were provided by members of the staff and the civil defence services. We had an astonishing display, ranging from felt buttonholes to rock gardens, puzzles to cots, toys of every conceivable kind to clothes-horses and household steps. One of the helpers became so enthusiastic that she brought a number of her own household articles each day. Two big rooms were filled with these gifts and many more came in during the week to fill gaps as they were sold. All articles were marked at approximately ten times the retail value and were given away to purchasers of savings stamps and certificates to the amount of the marked price. Time and again a visitor would go back to the kiosk and buy more certificates in order to obtain an article he fancied. The biggest single purchase was £1,000 in bonds for a fine rocking horse, which was afterwards given to a children's hospital ward.

The stimulus of lively competition was introduced by a challenge thrown out by the engineers' department, and accepted by the town clerk's department, for the highest total collected. The engineers won, with over £6,000 against over £3,000 raised by the smaller town clerk's department. Many other efforts helped to swell the total. For example, the rescue parties built several big model battleships on lorries with which they toured the borough, selling hundreds of pounds worth of savings stamps.

The result of our efforts was announced on the Saturday night at a dance in the council chamber attended by the mayor and town clerk, members of the council, and the chairman and secretary of the local savings committee. The employees of the corporation, N.F.S. and civil defence services had raised over £44,000! Approximately 10,000 people had paid for admission to the naval exhibition and, in addition, £120 was realised to provide comforts for the crew of Croydon's adopted ship.

Croydon has a population of about 250,000. Were every other NALGO branch in the country to achieve a similar result in proportion to the population of its area, we should bring in close on £8,000,000—no small figure for a single association.

Harrogate Officers Did Not Fail

The following letter from G. A. Wainwright, secretary of the Harrogate branch, shows that, though Harrogate's citizens fell short of their Warship Week total, its municipal officers certainly did their bit.

MUCH publicity and criticism having appeared in the national Press concerning the effort made in this borough for its recent Warship Week, may I enter the lists on behalf of NALGO and draw attention to the efforts of the savings groups of the various departments of the Corporation?

The total raised during the week by these savings groups and the efforts of their respective committees was £3,492 17s. This achievement included an evening's entertainment (admission one savings stamp) by which the branch and co-opted members raised £345. Therefore, if the total secured throughout the borough during the week did not come up to expectations, we at any rate are reburnishing our quarter of Harrogate's tarnished(?) shield.

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SCOTTISH NOTES

THE Joint Industrial Council has at long last revised the cost-of-living bonus award. Agreement was reached at a meeting of the executive committee on February 20, and the recommendation of the executive was approved by the council on March 11. Whilst the new award does not meet the full claims made by the staff side, it represents such an improvement on the previous one that the staff side did not feel justified in refusing the offer. The award, which is to operate from January 1, 1942, is as follows :

Salary	Bonus
Under £45 ..	10 per cent.
£45—£200 ..	15 per cent. with a minimum of £12 p.a.
£200—£335 ..	£30 p.a.
£335—£350 ..	Such amount as will bring the total remuneration to £365
£350—£500 ..	£15 p.a.

The conditions attached to the award are the same as heretofore, and the award will not apply to temporary staffs whose salaries have been regulated by current market rates.

The recommendations of the J.I.C. are being circulated to local authorities, and branches are urged to inform the divisional office of the result of their consideration by the authorities.

The J.I.C. continued discussion of the proposal that where agreement cannot be reached on any matter, it should be referred to independent arbitration.

Further consideration is to be given to the preparation of basic minimum salary scales for larger local authorities.

Scottish District Committee.

At a special meeting of the Scottish district committee on February 28, a lively debate took place on the recommendations of the special sub-committee set up to consider the "Blue Print for a Stronger NALGO." Many of the recommendations will require further consideration by the executive committee and some call for amendment of the district committee constitution. It is hoped to publish the committee's views next month.

An ordinary meeting of the district committee was held on the same day. It was agreed to refer consideration of the conference agenda and amendments to the executive committee. After consideration of the question of the continuance in service of officers who have reached retiring age, the committee approved the principle that, on reaching the age limit, an officer should resign and be re-engaged on a temporary basis, subject to the provision that the promotion rights of other officials are not prejudiced. Where a violation of this principle is likely to affect members of the staff adversely, branches should notify the district committee.

The committee remitted to the women's committee suggestions for the revision of the basic minimum scales of salary for women.

The constitution of the district committee is to be amended to provide that members of the staff side of the Joint Industrial Council shall be elected members, and to make new provision for election procedure. Consideration is to be given to the complete revision of the constitution and a draft amended constitution is to be submitted to the committee.

The **Ayr county** branch held its first social evening on Friday, March 6, under the presidency of Mr. W. Gray, M.B.E. About 120 members were entertained to a talented show by their colleagues. The district committee secretary, Mr. J. M. Anderson, Mr. J. Taylor, president, and Mr. R. F. Donnelly, secretary of the Kilmarnock branch, and the divisional secretary, were guests of the branch, and gave short speeches on the work of NALGO.

Improved Bonus Award Now in Operation

Glamorgan Says "No" to Whitleyism

THE annual meeting of the Glamorgan branch, under the presidency of Mr. C. B. Bright on February 21 referred back by 94 votes to 57 the following recommendation of the executive committee :

> That this executive committee endorses the principle of Whitleyism in the local government service and pledges its full support of the principle in this district through the medium of the South Wales provincial council, and further will support any effort to secure the membership of the Glamorgan county council in the South Wales provincial council.

Mr. P. D. Pratt, moving the reference back, which Mr. E. A. Chapman seconded, urged that no major change should be made in branch policy during the war, having regard to the absence on war service of many younger members who would be so vitally affected if the recommendation were carried. There was, he said, a considerable feeling within the branch in support of national scales similar in basis to those operating for teachers and police, and any departure from past branch outlook could not be countenanced.

Mr. Lewis Bevan, N.E.C., supporting the recommendation, reminded the meeting that the NALGO conference at Cheltenham in 1935 endorsed Whitleyism as national policy despite the then opposition of the Glamorgan branch, which was now the only branch in the South Wales and Monmouthshire district offering, by non-participation, any opposition to the provincial council.

Other branches in the district had, at the recent district meeting, criticised the inactivity of the Glamorgan branch on the subject with, in his opinion, every justification.

Mr. F. R. Burnell, supporting the reference back, said that, should it fail, he would move an amendment designed to secure a referendum of all members now on war service before the recommendation could become operative.

Other members spoke for and against the reference back. One declared that the recommendation was "nothing more or less than Hitlerism," while another suggested that its adoption would mean the end of the joint advisory committee.

Salaries and Service Conditions

SOUTH WESTERN

Bridgwater B. and **Clutton R.D.** have adopted the South Western provincial council scales.

Camborne-Redruth U.D. has adopted the following scales :

Grade 1 : £52+10—£120.
Grade 2 : £125+10—£200.
Grade 3 : £210+7½—£270.
Grade 4 : £280+10—£350.

Cornwall C.C. has adopted the following grades for women :

Grade F.1 : £60 (at 17)+15 (7) +5 (1)—£170 (at 25).
Grade F.2 : £180+15 (2)+10 (1)—£220.

The council has also agreed that, during the war, junior clerks, male and female, shall be paid a basic salary of £60 at 16 and £70 at 17.

Wiltshire C.C. has agreed to pay women clerks on the same scale as men and has amended one of the scales for women as follows :

£100 (at 20)+20 (1)+10.(6)—£180 (at 27).

Local authorities and staffs in West Cornwall were represented at a conference at Camborne on March 4, called to explain the Whitley council system and the work of the South Western provincial council. A lively discussion followed addresses by the divisional officer, Mr. N. M. Woodcock, and the vice-chairman of the provincial council, Mr. L. C. St. Leger Yeend, and the meeting adopted a resolution supporting Whiteyism and urging all local authorities in the area to become constituent members of the council. It is hoped to extend this method of propaganda to other county areas.

SOUTHERN DISTRICT.

Aylesbury B., Banbury B., Chepping Wycombe B., and Wycombe R.D.C. have adopted the scales of salaries recommended by the South Midlands provincial council.

Aylesbury B. and **Southampton C.B.** have become constituent members of the South Midlands provincial council.

NORTH EASTERN

Bishop Auckland U.D. has agreed to become a constituent member of the North Eastern provincial council and has adopted the following salary scales from January 1, 1942 :

Grades A and B: North Eastern provincial council scales.

Grade C : £230+10 (3)—£260.

Newcastle-upon-Tyne C.B. has adopted the following improved scales of salaries for women clerical staff from January 1, 1942 :

Grade D (Juniors) : £50 (at 16)+10 (4)—£90 (at 20).
Grade C (to apply to officers irrespective of age carrying out war-time duties) : £100+10 (3)—£130.
Grade B (to apply to officers irrespective of age carrying out administrative and clerical duties) : £140+10 (9)—£230.

NORTH WESTERN AND NORTH WALES

Grading appeals from **Barrow-in-Furness C.B., Buxton B., Crewe B.** and **Oldham C.B.** were heard by the appeals committee of the Lancashire and Cheshire Whitley council at Manchester on February 10, 1942. Of the 24 cases, 18 were successful, four were deferred and two were lost. The appellants were represented by the assistant divisional secretary.

Birkenhead C.B. has accepted the recommendations made by NALGO on an involved problem concerning deductions of national health insurance payments from sick pay allowances to former voluntary contributors. This problem may arise in other branches, and details of the recommendations can be obtained from the divisional office.

Burnley C.B., where Whitley scales are not in operation, has granted a 12½ per cent increase in all salary grades up to and including Grade C.2, and a 10 per cent increase on Grade D and the "special" male scale. These increases are on basic rates and do not include bonus. A new "special" women's grade has been established :

£170+10 (4)—£210.

Oldham C.B., after a joint deputation to the public assistance committee, has accepted the principle of a 48-hour week for institutional staff, with payment for overtime. The council has also increased the junior and general division salary scales for the period of the war :

Men : £65 (at 16)+15 (1)+20 (2)+10 (1)+15 (4)—£190 (at 24).

Women : £1 4s. p. w. (at 16)+3s. (1)+5s. (2)+6s. (1)+8s. (1)+4s. (1)—£2 15s. (at 22).

These scales, which are exclusive of cost-of-living bonus, are an improvement on the present Whitley scales.

Haslingden B. has at last removed the salary bars imposed locally at certain stages of the Whitley scales. The local joint committee is to be congratulated on its success.

Manchester C.B.—Another appeal under the Essential Work (General Provisions) Order has been won.

The new branch for the **Stretford and District Electricity Board** held its first meeting on February 27. The secretary is Mr. R. Tempest, and the treasurer, Mr. D. Jones. Hopes are high for 100 per cent membership.

Many local authorities in the area have accepted the new cost-of-living bonus award. Branch secretaries are urged to notify the district office as soon as the award has been considered by their council.

Cost of Living Unchanged

The Ministry of Labour cost-of-living index figure for March remained unchanged at 200—representing an increase of 29 per cent on the cost of living since the outbreak of war.

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S.W. District Supports Family Allowances

FAMILY allowances were considered by the South Western district committee when it met at Exeter, on February 21, Mr. P. H. Cole (Plymouth) presiding.

The committee unanimously approved the principle of family allowances, provided any scheme adopted was national in scope and that it preserved the unity of family life—i.e. that there should be no question of the care of children being transferred from their parents to the State.

The divisional officer reported that 17 local authorities had adopted the salary and grading recommendations of the South Western provincial council and that the number of authorities becoming constituent members of the council was increasing.

Much of the time of the committee was devoted to consideration of the "Blueprint for a Stronger NALGO." The decisions reached will be recorded next month.

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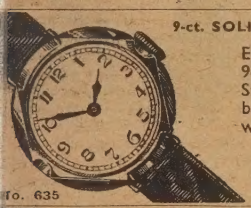

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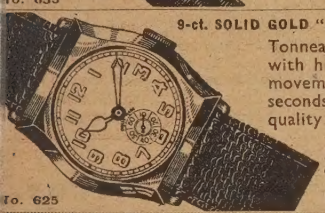

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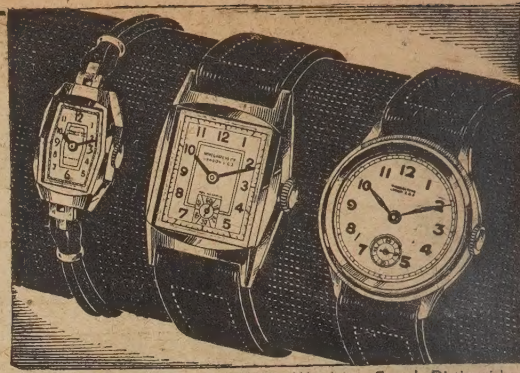

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